

The Commonwealth of Massachusetts
Executive Office of Labor
One Ashburton Place, Room 2112
Boston, MA 02108

MICHAEL S. DUKAKIS
GOVERNOR

PAUL J. EUSTACE
SECRETARY

TO: Giro Cardinal
FROM: Paul Eustace
RE: Response to First Quarter Report for FY 90
DATE: December 4, 1989

Thank you for your report received here November 30.

It is good to see that all the area program managers' reports are almost totally up-to-date (Joe's reports for the weeks of July 3, and August 14 and August 28 are not included; I understand from his report that he was on vacation August 28. Would you please check on the other two weeks?). The reports are astonishing in their variation in quantity and quality of information, but it is a very positive note that all the managers are submitting them weekly.

In your summary of the Program's activities, please include specific, concrete points and recommendations. For example, after making the general point that more money is needed for training, you need to give specific examples of where it is needed and why and then your recommendations as to the priority that should be given to the different needs.

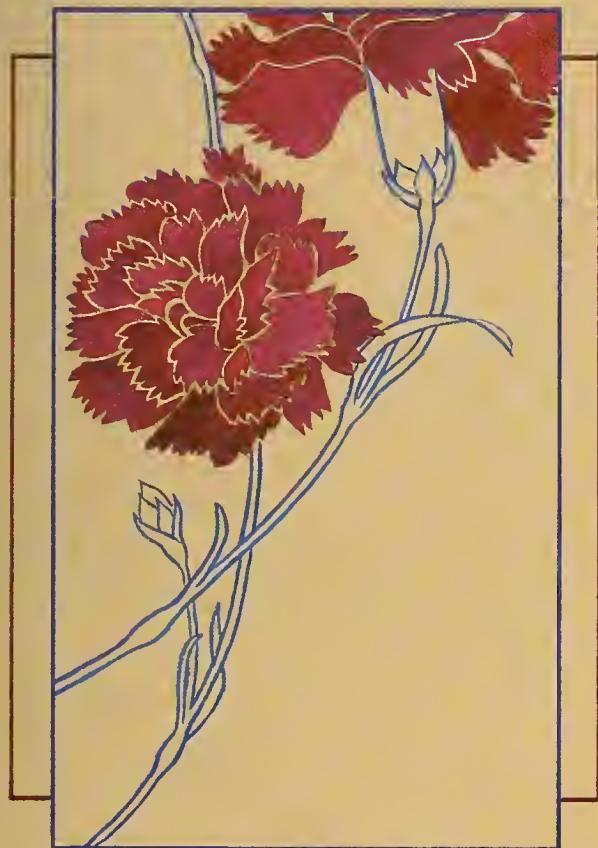
I am disappointed by the early warning meetings numbers - again. By our count, the number of contacts is 65 not 73 and many are the same people who were seen during the last quarter. The Program needs to visit unions that have not been contacted in order for this system to work. Even so, the number of contacts is well under half of what it should be. This is particularly worrisome as the summer is a good time to visit people as there are so few other scheduled meetings going on (per Henry's comments).

In general the Program's progress toward meeting its specific program goals is extremely worrysome. Hopefully, as you note, things will have significantly improved by the second quarter.

Please call Susan to set up a time that we can meet on the travel reimbursement issues for Tom Berthiaume.

cc Susan Teegarden
Arthur Osborn
Bob Haynes

THANK YOU



Packard Manse
Shelter

Your kindness
meant much more
than you will ever know.

Again we thank you.
May God continually
Bless you.

Sincerely yours,
Roxbury MANSE
Advisory Council.

 Hallmark



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American Federation of Labor and Congress of Industrial Organizations

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November 22, 1989

TO: Trade Unionist

FROM: Joe Velasquez

SUBJECT: Christmas Food/Fund Drives

This is an appeal for all state and central labor councils to pitch in for Christmas for our brothers and sisters on strike.

As the holidays approach, most striker's families just want to pay the rent and keep the utilities on one more month. The strikers have shown their willingness to sacrifice in the struggle for justice, but those with young children know that kids just don't understand Christmas without a special holiday meal or something under the tree. For the strikers families, Christmas doesn't look bright this year.

As we share the joy of the holidays with our families, let us not forget that the Machinists, the pilots, the flight attendants, the miners and other strikers are part of our labor family.

For those wishing to respond to this special Christmas appeal, send Christmas donations to:

Christmas for Pittston
Post Office Box 28
Castlewood, Virginia 24224

Fairness at Eastern
815 - 16th Street, N.W.
Washington, D.C. 20006

or
other strike funds of your choice

Please, help make this a special Christmas for our brothers and sisters who need us. Give what you can - you can't buy a better feeling.

JV:mm
opeiu #2 afl-cio

P.S. Enclosed is information on using the "Food for Solidarity" campaign. Let me know soon how many stickers you will need.

"FOOD FOR SOLIDARITY"

RAISING FUNDS FOR FOOD FOR STRIKERS

These are techniques, projects and ideas for collecting money and food for strikers.

FUND RAISING

The quickest and most efficient way to raise funds is to ask local unions and central labor councils to write a check from their treasury. Suggest that the check reflect a small amount (.50 or \$1.00) for each member of the organization.

Get three quart #10 cans and place the "Food For Solidarity" sticker around them. Pass the cans at all union meetings.

Organize bucket drops at plant gates - again use the "Solidarity" stickers. Have union volunteers hold cans at the entrance and exists from employee parking lots. Payday or the day after is usually the best time.

Raffle off a bottle of liquor, union cap or jacket or some other small prize on .50 or \$1.00 chances.

Organize a fund raising event, such as a benefit Christmas dance, casino night, bake sale, yard or garage sale.

Ask the building trades to build a giant Christmas card from hinged sheets of 4 x 8 plywood painted to resemble a Christmas card. Let those making donations sign the card to the strikers.

FOOD DRIVES

The goal of food drives is to collect nonperishable food. Emphasize canned meats and vegetables, dry goods such as coffee, rice, beans and pasta. Household paper and cleaning products are also needed.

Ask your fellow employees to bring a food item to work each day for a week. Place collection barrels in employee lounges, clock alleys or entrance ways.

Contact union grocers or food processors in your area and ask for donations of food, especially dented, stained or otherwise unmarketable, but edible food.

Have union volunteers outside of stores and ask customers going in to shop to purchase an extra item for your collection drive.

These are just a few ideas - your imagination and creativity can do better.

NEED HELP - Call the AFL-CIO Department of Community Services at 202/637-5196. You may need help with transporting food to the strikers. Call if you need "Food For Solidarity" stickers. Make checks out to "Fairness at Eastern," 815 - 16th Street, N.W., Washington, D.C. 20006 or "Christmas for Pittston Miners," Post Office Box 28, Castlewood, Virginia 24224, or other strike fund of your choice.

A faint, light-colored watermark of a classical building with four columns and a pediment is visible in the background.

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SUPPORT OUR STRIKERS



EX-OFF
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Health Care For All

25 West Street, 2nd Floor Boston, Massachusetts 02111 350-7279

November 30, 1989

Arthur Osborne
Mass AFL-CIO
8 Beacon St.
Boston, MA 02108

Dear Arthur,

Shortly after the Greseks discovered that their week old son had a rare heart condition they received another shock: their health insurance premiums began to skyrocket, eventually reaching \$1,400 per month. Fortunately, the CommonHealth program, part of the Universal Health Care Law, saved the Greseks from complete financial ruin.

A promise has been made to the people of Massachusetts--people like Cheryl and Dan Gresek--a promise that they will no longer have to worry about being unable to afford necessary health care. But promises can be broken. The promise to guarantee access to health services in Massachusetts is only as strong as our political commitment.

Massachusetts has left behind the rest of the U.S. and South Africa and is joining the rest of the industrialized world in guaranteeing access to health care for its population, but already those who oppose universal access are mobilizing against the legislation.

This summer special interest organizations mounted an effort to gut the Universal Health Care Law. Fortunately, renewed grassroots support and strong action from the leadership of the House beat back this repeal effort. (see newsletter article)

But opponents will try again. They are well, organized well, funded and have the ear of many policy makers. Advocates of universal access do not have to match the opposition dollar for dollar. We have a tremendous advantage--public support for the concept of affordable health care for all. But activating this support takes money.

We can defeat the assault on universal access, but we can't do it alone. We need your help to counteract the media and lobbying blitz of access opponents.

Up until now, we have operated as a loose network rather than a membership organization, but the fierce attack on universal access has convinced us that we cannot continue this way. We are taking steps to strengthen our advocacy network, improve our communication, and build our financial base for the struggle ahead. By becoming a member of Health Care For All you will be helping us to do all three.

As an organizational member, you are entitled to multiple copies of our new newsletter to distribute within your organization. You will also receive Health Care For All ALERTS when important issues affecting health care access are being

debated. The newsletter and ALERTS will help you stay up to date on current issues, and increase the effectiveness of our advocacy efforts.

In addition, members will receive notification of Health Care For All policy reports, and will receive reports free or at reduced rates. (Recent reports have covered such topics as physician shortages, hospital free care practices, and public private long term care insurance).

Passage of Chapter 23 has inspired health care activists all across the country, but, if opponents of universal health care succeed in killing the bill in Massachusetts, it will be used against movements in other state and on the national level. Opponents will say "They tried it Massachusetts and it didn't work." We cannot allow this to happen.

You have supported universal health care in the past. Together we have won a historic victory, but the struggle to guarantee access to health care for all is far from over. The months and years ahead will be difficult. We can still be defeated by those who have until now managed to avoid paying their fare share of health care costs and by those who oppose an equitable allocation of health care dollars.

Only your action can make the promise into a reality. We need you to take action, we need you for the long haul, and we need your financial support.

Help us make universal health in Massachusetts a reality.

Sincerely,

Robert Restuccia

Robert Restuccia
Executive Director, Health Care For All

P.S. We know that in these difficult financial times many organizations are financially strapped. If you cannot afford the full dues, please send what you can afford. Every dollar counts. Thanks.

IN NEWS HEALTH CARE FOR ALL

Volume 1 No.1

November 1989

Universal Health Law Survives Attack; Suffers Minor Damage

Massachusetts' universal health law survived a recent effort to repeal major portions of the law. A bill that would have cut the heart out of the law was given preliminary passage by the House in August. However, in a vote on October 4th to send the bill to the Senate, the Democratic leadership was able to substitute a measure that preserved the bill almost intact.

The universal health law, also known as Chapter 23 or the Health Security Act, would, over a four year period, extend health insurance coverage to virtually all Massachusetts residents. The two key provisions that came under attack had to do with an employer obligation to help fund insurance coverage for the unemployed and with the "play or pay" provision of the law that was scheduled to go into effect in 1992.

Insurance coverage for the unemployed beginning in March of 1990, would be funded by a \$16.80 per employee annual surcharge (about \$.32/week) on unemployment insurance. The "play or pay" provision requires employers to either offer insurance to their work force by 1992 or pay an additional surcharge of \$1,680 per worker.

A bill sponsored by the Chairman of the Insurance Committee, Francis Woodward (D-Walpole) would have delayed the

effective date of these programs by two years. However, House Republicans, aided by intensive lobbying from the small business community, were able to amend the Woodward bill and eliminate the large employer mandate entirely.

Advocates attributed the strength of the repeal effort largely to the fiscal crisis in Massachusetts and the resulting decline in popularity of Governor Dukakis who is closely associated with the Health Security Act. The vote against universal access occurred in a legislative climate of divisiveness and recrimination. House members had been forced to take extremely difficult votes on raising taxes and cutting services. The original House vote was generally regarded as retaliation against the governor for his alleged fiscal mismanagement.

In addition to the drop in the Governor's fortunes, the original coalition that had secured passage of Chapter 23 was in tatters. The Mass Hospital Association, which had been a crucial supporter in the stretch drive of the original campaign, was quietly supporting repeal in retaliation for Dukakis administration efforts to withhold some of the funding which hospitals had been promised as part of the compromise--in effect holding the uninsured

Continued on page 3

Inside Health Care For All

We will be running "Inside Health care For All" as a regular feature in our newsletter to keep our friends and supporters up to date with things that are happening in the organization. This first issue has a basic overview of the structure of the organization and where it is heading.

There have been a lot of changes within the past year and many more are in the works.

Task Forces

Health Care for All has developed a task force structure to bring organizations representing key constituencies together on a regular basis to provide information to people and to develop strategy. Currently there are three task forces: uninsured, disability, senior. We are hoping to develop a Medicaid task force in the near future.

Our long term care work has been organized into a campaign with a separate steering committee. We are now discussing the possibility of developing an insurance campaign. See "Task Force Updates" (p.3) for more information about the work we are doing in these areas.

Incorporation

Health Care For All is in the process of incorporating as a tax exempt non-profit charitable corporation. For the past few years the Mass Human Services Coalition has been our fiscal agent. Papers have been filed

and financial independence is awaiting an Internal Revenue determination.

Newsletter

This first edition of the HCFA News gives an update on recent activity surrounding the Health Security Act (CH.23). The newsletter will give us a regular way of communicating with our supporters on important health issues. In addition to the newsletter, we will be sending out alerts to members when specific action needs to be taken to support health care access measures.

Membership Drive

Along with the newsletter, we are starting a membership drive. (See the letter enclosed with this issue.) A more formal membership structure will give us an important base of political and financial support as we continue to fight to reform our health care system.

Funding

We are very grateful for the grant we recently received from the Hyams Foundation to support our efforts. We have also received a grant from the Jessie B. Cox Foundation for community organizing on health issues. Our community organizing work will be profiled in a future issue of HCFA News. ##

Universal Health Law *Continued from page 1*

hostage to their financial goals. The business community was split, but those businesses who opposed universal access took a much more active role. The consumer advocacy coalition too was in some disarray as draconian budget cuts forced consumers to fight on many fronts at once.

Although prospects looked bleak for Chapter 23, a House recess gave advocates time to marshall support and turn the tide. The House leadership, led by Speaker George Kevarian (D-Everett) and Majority Leader Charlie Flaherty (D-Cambridge) and members of the joint Committee on Health Care, particularly John McDonough (D-Boston) and Sherwood Guernsey (D-Williamstown) were unwilling to see a major piece of Democratic social legislation gutted by the Republican party. They were also mindful of the immediate cost to the state of the delay in providing coverage for the unemployed.

The Democratic leadership was helped by a resurgence of grassroots support, including a large Health Care For All rally

on the State House steps the day before the vote, and stepped up activity from the Massachusetts labor movement. The Democratic initiative returned the implementation date for coverage for the unemployed to 1990, and restored the employer mandate, but delayed its effective date for one year.

The new measure passed the House by a 96-53 vote and now goes to the Senate, which has in the past been more supportive of the universal access. Most observers feel that no further damage is likely to occur in the Senate, although the one year delay may prevail there as well. Although damage to Chapter 23 is considered minimal by state officials, advocates remain concerned about the future.

"It is clear that the fight for universal access is far from over," said Health Care For All executive director Rob Restuccia. "Passage of the substitute bill was a tremendous victory, but repeated implementation delays could be almost as bad as repeal. We need to maintain a high level of awareness among consumers in order to stop opponents from whittling away at Chapter 23 until there is nothing left."###

Task Force Update

Senior Task Force

The Senior Task Force has been focusing mainly on issues related to Medicare and to the rising cost of supplemental "medi-gap" insurance policies. The Task Force is working on two pieces of legislation that would slow the increase in medi-gap rates and subsidize the cost for low income

elders. Members of the Senior Task Force are also working with the Disability Task Force to develop a comprehensive response to the problems facing high risk people. The next meeting of the Senior Task Force will be Monday November 20, at 2:30 at the HCFA office, 25 West Street. (Call to confirm)

Continued on page 4

Yes my organization supports Health Care For All.

Here is my annual membership dues payable to Health Care For All

\$500 (budget over \$1,000,000) \$200 (budget over \$500,000)
 \$100 (budget over \$100,000) \$50 (budget over \$50,000)

All members will be sent HCFA's newsletter and ALERTS

Contact Person _____

Organization _____

Address _____

City/Zip _____

Phone _____





cc *ty*
The Commonwealth of Massachusetts
House of Representatives

MARILYN L. TRAVINSKI
6TH WORCESTER DISTRICT
105 CHAPIN STREET
SOUTHBRIIDGE, MA 01550
TEL. 764-4779
ROOM 43, STATE HOUSE
TEL. 722-2030

Chairman
Committee on Commerce
and Labor

November 17, 1989

Mr. Arthur R. Osborn, President
Mass AFL-CIO
8 Beacon Street
Boston, MA 02108

Dear Mr. Osborn,

Arthur,
Thank you very much for your recent letter in favor of Senate Bill 2054, an act requiring the Commissioner of Employment Security to give notice before terminating the benefits of claimants involved in a labor dispute.

As of today, The Joint Committee on Commerce and Labor has not yet acted on S.2054 because we are working with the Department of Employment and Training to review their procedures for awarding unemployment benefits to those involved in a labor dispute.

Before the committee moves ahead on this legislation, we need to make sure that the present procedures are either inadequate or unfair. Should we determine that changes are necessary in order to establish "a level playing field" for all parties, then the committee can act on the legislation later this year.

Once again, thank you very much for your thoughtful correspondence on this matter.

Sincerely,

MARILYN L. TRAVINSKI, House
Chair Committee on Commerce
and Labor

MLT/jsc



+ file

Nov. 28, 1989

Dear Brother or Sister:

I'm writing to you as a NYNEX strike supporter to provide a final update on our 15-week IBEW-CWA struggle against wage and benefit concessions at the telephone company.

As you may know, 20,000 IBEW strikers returned to work after ratifying their new agreement on Nov. 19; most CWA members in New England were back on the job on Monday of this week. The 40,000 strikers in New York are conducting their ratification vote right now and are expected to return to work on Dec. 4.

Enclosed is a final CWA strike bulletin which summarizes the terms of our joint regional settlement. The headline tells it all. With financial help and picketline support from thousands of New England trade unionists like yourself, CWA and IBEW were able to settle with no health care cost shifting!

As in New York, the success of the strike in New England depended on months of pre-strike membership education and mobilization. This was reflected in a high level of rank-and-file participation in such strike tactics as mobile picketing, demonstrations at hotels housing scabs and the homes of top company officials, labor support rallies and mass lobbying events.

IBEW and CWA members also maintained constant pressure on state legislators and other state officials, mayors and city council members, to get them to "take a stand" on behalf of the strike. Labor support for our "Don't Pay Your Phone Bill" campaign also helped persuade the company to settle.

We would like to extend our special thanks to the hundreds of labor activists who contributed to the Telephone Workers Defense Fund or participated in our "Adopt-A-Family" program which aided the most needy strikers and their families.

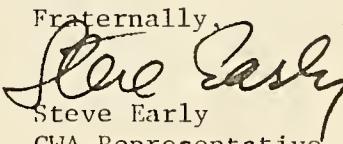
The Mass. AFL-CIO assisted with two major strike support rallies, lobbying, and fundraising. The First Trade Union Savings Bank set up a special toll free strikers' hot line for emergency loans. Doctors at Boston City Hospital held a free medical clinic for telephone workers and their families. The Coalition of Labor Union Women, the Coalition on New Office Technology, and the National Organization for Women organized press conferences and other support activities. The National Lawyers Guild donated free legal services.

One major spin-off of our struggle--the fight for unemployment benefits in Massachusetts--produced a court ruling that will insure fairer treatment of claimants by the Department of Employment and Training in future labor disputes.

However, many members of CWA and IBEW believe--based on their experience in this strike--that we need a more fundamental reform of the state's unemployment insurance law. As indicated in the enclosed flyer on this subject, we think that strikers should be allowed to collect unemployment benefits as a matter of right--just like they can in New York.

If you agree and would like to support such a change in the law, please fill out and return the coupon on the enclosed flyer so we can stay in touch on this subject.

Thank you again for your interest in and support for our contract fight at NYNEX.

Fraternally,

Steve Early
CWA Representative





Massachusetts

Strikers Should Not Be Denied Unemployment Benefits!



While fighting together for a good contract this year, NYNEX strikers in New York and Massachusetts found themselves in very different situations when they applied for unemployment benefits.

The NYNEX strike highlights the need for changes in Massachusetts unemployment insurance (UI) rules that would benefit all strikers by making our law more like New York's.

In New York, strikers are eligible for UI benefits as a matter of right. They face a one-week waiting period and a seven week penalty period. But, after that, benefits are automatic.

In Massachusetts, workers on strike can collect benefits only if they succeed in proving that their strike is having little or no impact.

The need to show that there has been no "substantial curtailment" of an employer's business due to a work stoppage puts strikers in an embarrassing and contradictory position (since the whole purpose of walking out is to shut the company down).

The Massachusetts UI law also leaves strikers totally at the mercy of the Dept. of Employment and Training (DET), and any kind of phony evidence that a struck employer can concoct to delay and defeat strikers benefit claims.

Meanwhile, in more typical treatment of strikers, 6,000 NYNEX strikers in neighboring New England states got no UI benefits at all for any part of the strike!

When, CWA and IBEW members testified about their problems with DET at a recent hearing of the Legislature's Commerce and Labor Committee, several committee members expressed interest in New York's very different handling of striker's UI claims.

CWA believes that a well-organized labor-backed campaign for UI reform--launched in the wake of the NYNEX strike-- could now win NY-style eligibility rules for all future strikers in Massachusetts.

At the very least, introduction of legislation to guarantee benefits for (otherwise eligible) unemployed strikers is necessary to off-set the Associated Industries of Massachusetts's (AIM) threatened drive to close the current "loop-hole" in the law that enables workers to collect when their strike produces no substantial curtailment of business.

If you'd like to get involved in labor lobbying on this issue, contact the CWA at (617) 229-1810.

Join the Fight for Unemployment Law Reform!

For more information on how you or your union can help change UI eligibility rules for Massachusetts strikers, fill out and return this form.

Name _____
Address _____
Local union _____ Position _____
Phone _____

Please return to:

Communications Workers of America
3 New England Executive Park (Suite 211)
Burlington, MA 02174
BURLINGTON, MA 01803

BusinessExtra

THE BOSTON GLOBE • TUESDAY, NOVEMBER 21, 1989

Steve Early

■ The controversy about unemployment compensation for some Nynex strikers has created the misleading impression that jobless benefits are widely available. The exact opposite is true. Page 50.

Unemployment insurance system unprepared for the next crisis

STEVE EARLY

THE CONTROVERSY ABOUT unemployment compensation for some Nynex strikers has created the misleading impression that jobless benefits are widely available and overly generous. In Massachusetts and the rest of the country, the exact opposite is true.

America's state-run unemployment insurance system has greatly restricted worker eligibility in recent years and now provides far less coverage than the programs of other major industrial countries. In Canada the percentage of unemployed workers collecting benefits is twice as high as in the United States; the percentage of workers' lost wages replaced by unemployment insurance is almost 100 percent greater.

The growing stinginess with unemployment insurance benefits here is a byproduct of Reagan-era cutbacks. It does not bode well for the hundreds of thousands of workers who may lose their jobs in the nation's next economic downturn. According to a recent report by the Washington-based Center on Budget and Policy Priorities, the United States "has never entered a recession since World War II with an unemployment insurance program that reached so small a proportion of jobless workers."

Compiled by researchers Issac Shapiro and Marion Nichols, the report notes that more than 75 percent of the unemployed received insurance benefits in the mid-1970s. Beginning in 1981, however, the Reagan administration and Congress revised the unemployment insurance system so states are forced to reduce costs by limiting worker access.

As a result, more than two-thirds of all US workers who were out of work in 1988 — more than 4.5 million — received no benefits at all. In 21 states fewer than one in four jobless people were able to collect in an average month last year. One of the most miserly of these, New Hampshire, provided unemployment insurance for only 19 percent of its unemployed. And even in Massachusetts, which operates one of the more liberal programs, almost half the state's unemployed work force did not qualify.

Coverage rates today are lowest among minority workers. Last year only 21 percent of all jobless blacks and 14 percent of all unemployed Hispanics collected benefits in an average month. Minority workers are, of course, the main victims of long-term unemployment.

But, while the average duration of joblessness has increased during the last decade and many states have experienced high rates of unemployment, only Alaska has recently been allowed to offer "extended benefits" beyond the basic six months' worth.

Even the unemployment insurance system's main beneficiaries — steadily employed workers involuntarily separated from their jobs — are doing worse. A recent Brookings Institution study found that the proportion of involuntary job losers able to collect benefits while out of work for up to 26 weeks was 25 percent below the average level in the 1970s.

The Massachusetts Department of Employment and Training's controversial — and quickly reversed — decision in favor of unemployed New England Telephone strikers involved a rare exception to the general rule that participants in a labor dispute are ineligible for benefits. Just one state, New York, permits strikers to collect as a matter of right — and only after a seven-week "penalty period."

Critics of the unemployment insurance system, such as the AFL-CIO, also note that — contrary to public impressions — no one is getting rich on unemployment. Maximum-benefit levels vary widely from state to state. But the average unemployment insurance check amounts to less than \$145 — only 35 percent of the nation's average weekly wage. Because the benefit formulas of many states have not been adequately adjusted for inflation, the real buying power of all federal and state benefits per unemployed person has sharply declined.

Better access to benefits and higher benefit levels require much stronger financing of unemployment insurance administration and trust funds. Labor has long called for raising and indexing the federal taxable wage base that generates revenue for the system. These reforms are particularly necessary now because the next round of recession-triggered payouts by the unemployment insurance system could greatly add to the budgetary problems of a federal government already saddled with large deficits.

Thanks to the ravages of Reaganomics — and the complicity of a Congress and many state governments controlled by Democrats — the nation's unemployment insurance system is quite unprepared for the next run on the bank. This situation — not the benefit claims of Nynex strikers — ought to be the main focus of public concern.

Steve Early, a labor journalist and lawyer, works for the Communications Workers of America.

CWA-NYNEX STRIKE BULLETIN

Number 4
November 22,
1989

No Cost Shifting!

We won! After a year of mobilization and nearly four months on strike, after endless hours of walking picket lines and following trucks, after distributing hundreds of thousands of flyers and demonstrating in the streets, we bucked all the anti-labor trends that have driven down workers over the last ten years.

We saved our health care. Under the new contract, there will be no new charges whatsoever to members for medical care. No payroll deductions for insurance premiums. No increased deductibles. No increased co-payments or out-of-pocket expenses. There are actually improvements in certain areas of the Medical Plan.

We defeated more than the company's demand that we pay a fixed weekly amount, ranging up to \$15 per week, for health care during the life of this contract. That was just the company's foot in the door.

More important, we defeated the company's original cost shifting demand that we pay an ever-increasing weekly deduction for health care linked to the rise in health care inflation. If that had gone into effect in 1993, as the company proposed in its October 10 offer, we would have been paying \$35 a week and more for our health care during the '92-'95 contract.

We achieved what we began fighting for in 1986—no cost shifting.

Marathon Negotiations Pay Off

The reversal in the company's position came on the 98th day of the strike, Sunday, November 12. NYNEX Chairman William Ferguson realized it was time to end the conflict and changed the company's insistence that there could be no contract without cost shifting.

The 19-hour marathon negotiations between Ferguson, New York Tel President Fred Salerno and their top aides on one side and CWA President Morton Bahr, V.P. Jan Pierce, Assistant V.P. Larry Mancino and Regional Bargaining Chair Ron Woods on the other, were long and difficult. The union negotiators had to compromise in some areas.

But overall, the union's negotiators achieved a fair settlement—with no cost shifting—that meets the needs of our members. In particular, despite phony company claims that the union granted major wage concessions in order to eliminate cost shifting, the contract contains a fair wage settlement that is in line with settlements at other Baby Bells across the country.



NYNEX strikers on the line for justice.

Details of the Regional Agreement

- **Health Care:** No cost shifting of any kind. Preservation of existing MEP. Elimination of stipulation language on cost shifting that was contained in the '86 agreement. That language postponed any cost shifting until August 6, 1989, the first day of the new contract.

Improvements in medical coverage include 100% coverage for a baseline mammogram for any covered individual between the ages of 35 and 40, and for one mammogram per year for anyone over 40; 50% increase in the lifetime maximum benefit for orthodontia, and 5% annual increase in all dental schedules except for basic restorations (amalgam fillings), which increases 20% in the first year.

- **Wages:** 3% increase at go-down, 1.5% on 10/1/90 plus COLA, 1.5% on 9/1/91 plus COLA. All wages in the base. Total projected payout with compounding is 9.56% (assuming inflation of 4.7% in '90, and 4.8% in '91).

In the final offer, the union improved upon the company's October 10 offer in the area of COLA. The new COLA will cover inflation between 2-5%, with a payout of .6% for each 1% increase in inflation. The projected COLA yield will be 3.3% over two years. The October 10 company offer contained a COLA which covered 3-7%, with a .7% payout, but because the

(Continued on next page)

(Continued from page 1)

CPI is projected to increase just under 5%, the payout would have been only 2.45%.

Overall, the base wage payout compares very favorably with the base wage settlements in the other RBOC contracts. Top craft weekly wages at NYNEX at the end of this contract will range from \$20.50 above AT&T to \$47 above Bell of PA to more than \$100 ahead of Pacific Northwest Bell. Operator wages at the end of this contract will range from \$29.50 per week ahead of AT&T to \$43 ahead of Ohio Bell to \$65 ahead of Northwest Bell.

In light of the tremendous focus we were forced to place on health care, we achieved an excellent wage settlement.

- **Pensions:** For retirements before 1/1/90, service pensions will include a 20% increase over the current level. For retirements on or after 1/1/90, pensions will include a 14% increase over current levels.

- **COBRA, Health and Life Insurance Payments During Strike:** The company will reimburse employees and the union for any COBRA and Life Insurance premium payments made during the strike. The company will reimburse employees for any medical expenses incurred during the strike. Employees must provide appropriate proof. In addition, the company will reimburse anyone who paid a \$500 deductible after going on "minimum medical coverage" in July because they refused to sign a cost shifting payroll deduction card.

- **Other Improvements:** Increase in company match in the savings plan from 50 to 60% of employee's Basic Allotment, effective 1/1/90; annual eye exam and eyeglasses, if required, will be available to VDT users, at company expense; family care leave without pay of up to 24 months to care for a seriously ill family member/guarantee of return to same or similar job with same pay and status/company-paid medical, dental, vision, life insurance coverage continued; newborn or adopted child care leave extended from six months to one year, with guarantee of reinstatement to same or similar job with same pay and status.

- **Retiree Health Care:** There will be no retiree payments for health care during the life of the new contract. Beginning in 1993, retirees may have to make some contribution towards the cost of health care. If a law currently pending in Congress that would give companies the right to transfer excess pension funds to retiree health care accounts passes, the union will have the right under the new contract to bargain over the size of the contribution. The law is supported by both management and labor and is expected to pass.

All of the other RBOC contracts provide for retiree payments for health care beginning in 1993. Some provide for the right of the union to bargain over the amount of the payment.

Since payments by retirees do not begin until 1993, and since it is likely the legislation will pass Congress, and because another round of negotiations will take place in 1992, we will likely be able to bargain over the size of retiree contributions before they go into effect.

- **Strike-Related Dismissals:** All strike-related dismissals

(Continued on back page)

Comparison of October 10, 1989

Company Wage Offer

And November 12 Tentative Agreement Wage Offer

In its "News Bulletin" of Nov. 13, NYNEX claimed that the union traded off tens of millions of dollars in wage improvements in return for eliminating premium shifting for health care.

In fact, the company's final offer contains \$35 million in additional base wage payments over the life of the contract—a 9.6% compounded increase instead of an 8.8% increase offered in the Oct. 10 proposal. These increased base wages provide a higher level from which to negotiate in 1992.

Most important, the company only calculates the value of the premium shifting at \$63 million. This ignores the fact that when the strike began, NYNEX sought an open-ended cost shifting formula which would have constantly been increased by inflation. If the company had succeeded in imposing that formula, premium shifting would have shot up to as much as \$35 per week in 1993—\$67 million in givebacks in that year alone.

Not only did we get more in base wages, we preserved the integrity of our health coverage into the future. No one can put a price on that principle.

Comparing The Tentative Agreement And NYNEX's October 10th Proposal

	(millions of dollars)	Tentative Agreement	October 10 Proposal
Base Wage Increases			
Go-Down Base Wage Increase	35.8	23.9	
2nd Year Base + COLA Increase	74.2	62.8	
3rd Year Base + COLA Increase	114.6	103.1	
% Increase Base Wage	9.6% compounded	8.8% compounded	
Total Base Wage Increase	224.65	189.8	
Total Wage Bonuses	0.0	61.4	
Increased NYNEX Medical Costs	74.6	74.6	
Medical Cost Shifting	0.0	—63.1	
TOTAL NEW WAGE & MEDICAL COSTS TO NYNEX	299.3	262.7	

Notes:

1. Figures indicate new costs per year as distinct from total costs.
2. Base wage and COLA increases are cumulative for second and third years.

Assumptions:

1. Inflation is 4.7% second year and 4.8% third year according to NYNEX.
2. NYNEX says medical expenses will increase 20% per year.
3. Cost Shifting figures are derived from NYNEX proposal.

Members' Determination Was The Key to Victory

At a time when unions across this country are being forced to make enormous concessions, and when some of them have been totally crushed, few people outside of the CWA ranks thought we could stop NYNEX from imposing cost shifting on us.

After all, NYNEX is the 28th largest company in America, according to a recent *Business Week* survey. It has over \$12 billion in revenue. It shoved cost shifting down its managers' throats over four years ago. And 1989 is the era of Frank Lorenzo and union busting.

But none of this shook our members' resolve to stop cost shifting. We knew we were right. And we were prepared to do whatever it took, at whatever cost, to win this battle.

That determination, coupled with an innovative, militant strike strategy, ultimately forced NYNEX to see the light and abandon its demand for cost shifting. It is a victory that every CWA member can be proud of, and which is inspiring workers across the country.

Here are the factors that contributed to our victory:

- **The unity of the membership.** After 16 weeks, fewer than one percent of our members crossed the picket line. In Suffolk Local 1108, for example, there was only one scab out of 1,525 members. In Albany Local 1118, 80 of 90 *non-members* refused to cross the line. Every crisis the company tried to force on us—cutting off our health coverage, the COBRA election deadline, the depletion of the CWA strike fund—could not faze our members. Our unity and determination showed the company that we were prepared to fight indefinitely to preserve our medical benefits.

- **Membership involvement in aggressive tactics.** Rather than simply walking picket lines, we went on the offensive. We followed scab trucks and picketed hotels where scabs were housed. We made creative use of the phone lines. We held numerous rallies and demonstrations that kept our spirits high and kept the pressure on the company.

- **Unity with the IBEW.** Against all the odds, our heroic brothers and sisters in the IBEW held out for 15 weeks. None of them collected a dime in strike benefits. Eight thousand—in Vermont, New Hampshire, Maine and Rhode Island—collected no unemployment benefits. And in Massachusetts, unem-

ployment was cut off in mid-October. There were many crises, but the company strategy of starving the IBEW into a concessionary settlement failed. We worked hard to overcome the disunity of '86, and it paid off in our victory.

- **Public and political pressure.** Growing opposition to the rate increase and in general to the company's attack on our benefits was a critical factor in

forcing the company to settle. When 130 members of the state legislature—more than 60 percent—signed an ad opposing the company's outrageous request for a rate increase, NYNEX knew the strike was jeopardizing its stock of political goodwill in Albany, which it badly needs to get legislative changes it wants. Opinion columns like Jack Newfield's article in the October 30 *New York Daily News*, were a tremendous embarrassment to the company. This kind of pressure made the company realize that continuing the strike would cost it the positive public image it spends tens of millions of dollars on advertising each year to achieve.

- **National union support and labor solidarity.** Throughout the strike, the national CWA stood strongly behind our strike. In the last couple of weeks, a major national campaign was launched to raise money from around the country to guarantee that our medical needs would be covered no matter how long the strike lasted. And other unions, like the Hospital Workers, the Clothing

(See *SOLIDARITY*, page 4)



Nearly a thousand CWA members and their allies rallied in Albany on October 31 to protest New York Tel's proposed \$359.8 million rate increase.

(Continued from page 2)

and suspensions are subject to arbitration. Prior to arbitration, there will be a review by the company and the union to see if some cases need to be reevaluated. The company will agree to arbitrate those cases the union brings within a good-faith period of 60 days. The company will be able to choose the sequence in which the cases will be heard.

Overall, we have achieved our most important objective against tremendous odds and with great sacrifices. We did not win everything we wanted, but that should not obscure the fact that we have won a great victory for ourselves and for

all of labor. As Rich Trumka, President of the United Mine Workers, told Morty Bahr at the AFL-CIO Convention:

"You don't know how grateful the mineworkers are. Our struggle would have been that much more difficult if you had not won your outstanding victory."

(SOLIDARITY, from page 3)

Workers, the Garment Workers, the Teamsters, the Utility Workers, the Public Employees, the Teachers, and the Auto Workers, contributed tens of thousands of dollars to keep our battle alive.

No one single factor led to victory.

But none of these pressures would have amounted to anything without the bedrock commitment and fierce determination of 40,000 CWA members throughout this company.

The magnitude of this victory should not be underestimated. Unions everywhere are fighting for their lives. Right now, the Mine Workers in Pittston have been on strike for seven months, the Pilots, Flight Attendants and Machinists at Eastern have been on strike for eight months. All of these fights are difficult ones in which the outcome is not certain. Our victory is an inspiration to all workers fighting everywhere.

A Message from Vice President Jan Pierce

'The Decision Rests With You'



A union is a democratic organization. In the end, every major decision must ultimately be made by you, the members.

Last July, you voted overwhelmingly—by an unprecedented 15-1 margin—to authorize a strike. For the last four months, you have voted with your feet, with your pocketbooks, with your commitment, and with your hearts, to continue our struggle for justice.

During these last 16 weeks, I have had an opportunity to speak to many of you at local union meetings, and to talk with you about the issues in our strike. I have never been more proud to be a member of CWA, and I have never been more impressed with the courage and determination of any group of union brothers and sisters.

Now it is time for you to vote on a proposed contract which, if accepted, would bring our strike to an end. Before

you vote, I would like to share a few of my thoughts about this contract.

We have won an enormous victory that many people believed was impossible. We have prevented a monopolistic corporate giant from forcing us to pay for our medical benefits. Our medical plan is entirely intact. We won not just for ourselves, but for all of organized labor.

We also won a fair wage settlement, a settlement in line with all the other Baby Bell settlements around the country. Contrary to company propaganda, our final settlement improved on the wage offer the company made October 10.

We won pension improvements, improvements in health care and dental coverage, improvements in the savings plan, new language on medical and family leave provisions of the contract.

But we did not win all that we wanted. No one ever does in a strike of this length. But we will continue our fight for justice after we return to work and in future negotiations.

We have defeated a powerful and determined corporation. The years of mobilization and the months on strike have paid off. We walked off the job on August 6 intent on preserving our medical benefits and determined to preserve our dignity and self respect as trade unionists. When we go back to work, we

will hold our heads high because our medical benefits and our self respect will be intact.

These are my thoughts. The final decision on what to do rests with you. Thank you for everything that you have done.

Mobilize Until The End

On the day we return to work, let's send the company the message that we are united and proud, and committed to mobilization into the future. Meet outside your work location with your fellow workers 15 minutes prior to start time, wear red, and march in together.

Solidarity forever!

Your local will provide details on the local agreements.

American Federation of Labor and Congress of Industrial Organizations



815 Sixteenth Street, N.W.
Washington, D.C. 20006
(202) 637-5000

LANE KIRKLAND PRESIDENT

Frederick O'Neal
Angelo Fosco
William H. Wynn
Joyce D. Miller
Barbara Hutchinson
Gerald W. McEntee
Owen Bieber
Morton Bahr
Milan Stone
Lenore Miller
John A. Gannon

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James E. Hofffield
Vincent R. Sombrotto
Marvin J. Boede
Lynn R. Williams
Robert A. Georgine
Jay Mazur
John J. Barry
William J. McCarthy

November 3, 1989

Dear Trade Unionist:

Within three weeks, Hurricane Hugo devastated Puerto Rico, the Virgin Islands and much of coastal South Carolina and an earthquake strikes north central California. Damage was widespread and many of our union brothers and sisters were left without shelter, without utility service and in need of food and other emergency assistance.

President Kirkland made appeals for funds to assist those union members and their families. The strong response to President Kirkland's appeal has been gratifying.

I have visited the disaster sites and I left impressed with the great work the American Red Cross is doing and the active participation of union members in the Red Cross program.

But the total cost to the Red Cross for putting these communities on their feet will exceed 62 million dollars. As always, the job of providing emergency services - and for raising the huge amounts of money necessary to do the job - will fall to the American Red Cross.

Labor has a strong tradition of supporting Red Cross fund raising efforts and we need to continue our support now more than ever.

Contributions to the AFL-CIO disaster funds should not preclude labor support of Red Cross efforts to raise the funds needed to assist victims of the California earthquake and Hurricane Hugo. The AFL-CIO encourages union and their family members to give generously to the Red Cross disaster victims' fund drive.

Thank you in advance for your generous support of the AFL-CIO and the American Red Cross. If you have any questions, please call me direct at 202/637-5189.

With best wishes.

Sincerely and fraternally,

Joe Velasquez, Director
Department of Community Services

JV:mm
opeiu #2 afl-cio



Women for Economic Justice

145 Tremont St., Boston, MA 02111 (617) 426-9734

Board Members

Mercedes Thompkins

Ellen Parker

Co-Chairperson

Teresa Amott

Andrea Genser

Sondra Darling

Florence Frank

Curdina Hill

Cerci Kale

Suzanne Lee

Evelyn Murphy

Sharon Rosen

Nancy Ryan

Shirley Yuen

Caroline Stouffer

Bertha Woody

Arthur Osborne
AFL-CIO
8 Beacon Street
Boston, MA 02108

Dear Mr. Osborne:

On behalf of the board of directors, staff and constituents of Women for Economic Justice, I thank you for your contributions to "Men Who Cook." Your good humor, patience and mutual support were a wonderful aspect of the evening. And the food! From soup to nuts, you provided our guests with an array of tastes and textures from down home to international.

The evening was a success in every way. We made money which will keep Women for Economic Justice going into the '90's. Our guests saw the breadth and depth of our community support. And we experienced a surge of energy for the difficult challenges of fighting for economic and social justice.

We hope to be able to call on you next year! Enclosed please find two examples of the press coverage of the event and a copy of the "Menu" in case you got sauce on yours!

Thank you, again and again,

Barbara Neely
Barbara Neely
Executive Director

Men Who Cook



GARY L. COUNTRYMAN
PRESIDENT AND
CHIEF EXECUTIVE OFFICER

November 16, 1989

Mr. Arthur R. Osborn, President
Massachusetts State Labor Council, AFL-CIO
8 Beacon Street
Boston, MA 02108

Dear Mr. Osborn:

Recently I accepted Treasury Secretary Brady's invitation to serve a second year as Chairman of the U.S. Savings Bonds Campaign for the Boston geographic area.

I am very pleased to report that the results from our 1989 Campaign, which ended on September 30th, are most impressive. With your assistance, we reached 104% of our goal adding almost 38,000 new or increased savers to the ranks. In addition, Bond sales were up more than 10%.

I invite you to join our Campaign Committee again in 1990. As you may recall, your duties -- although significant -- will be few.

- Join other Committee members at a Campaign luncheon, on Thursday, January 11, 1990 at the Westin Hotel in Boston.
- Select an enthusiastic manager to coordinate the Campaign within your own organization.
- Assist the Campaign, on a selective basis, by encouraging a Chief Executive whom you may know to support our efforts.

I look forward to your reply, and hope you can join me on the 1990 Boston Geographic Committee for U.S. Savings Bonds.

Sincerely,

A handwritten signature in black ink, appearing to read "GLC". Below the signature, the name "Gary L. Countryman" is printed in a standard font.

Gary L. Countryman

GLC/ras



MASSACHUSETTS WORKERS' COMPENSATION
ADVISORY COUNCIL
600 WASHINGTON STREET
BOSTON, MASSACHUSETTS 02111
(617) 727-4900 EXT. 378

LINDA L. RUTHARDT
CHAIRMAN
ARTHUR R. OSBORN
VICE-CHAIRMAN

STEVENS M. DAY
EXECUTIVE DIRECTOR

November 27, 1989

The Honorable Patricia D. McGovern
Chairperson
Senate Ways and Means
State House Room 212
Boston, MA. 02133

Re: House 6464 - Section 168 KK

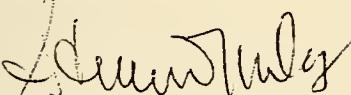
Dear Senator McGovern:

I am writing to request your thoughtful consideration of the attached language as an amendment to section 65 of chapter 152 of the Massachusetts General Laws. This language does not add additional costs to the Commonwealth's direct appropriations. The intent of this language is to clarify that certain reasonable and necessary costs can be expended by the trust fund which was established by chapter 572 of the Acts of 1985 to pay certain benefits under the workers' compensation act. This clarification will also ensure that funds are paid both expeditiously and appropriately.

We believe that the inclusion of this language will clarify some concerns that have been raised and we respectfully request your consideration of this language in the budget proposal currently before the Senate.

Please do not hesitate to contact me if you have any questions on this matter.

Sincerely,


Stevens M. Day

cc: L. Ruthardt
 A. Osborn
 J. Pressman

Subsection 65 (2) of Chapter 152 as appearing in the 1988 Official Edition, of M.G.L., is hereby amended in line 17, after the word 'thirty-seven A' by adding the following:

The reasonable and necessary costs of representing the Workers' Compensation Trust Fund may be paid out of the trust fund.

These costs include, but are not limited to, the taking of depositions, the hiring of private investigators, the filing and service of summons and subpoenas, (and other associated court costs), the retention of outside legal counsel and the hiring of various medical providers.



MASSACHUSETTS WORKERS' COMPENSATION
ADVISORY COUNCIL
600 WASHINGTON STREET
BOSTON, MASSACHUSETTS 02111
(617) 727-4900 EXT. 378

LINDA L. RUTHARDT
CHAIRMAN
ARTHUR R. OSBORN
VICE-CHAIRMAN

STEVENS M. DAY
EXECUTIVE DIRECTOR

November 27, 1989

The Honorable Lois G. Pines
Chairperson
Joint Commerce and Labor Committee
State House - Room 421
Boston, MA. 02133

Re: House 6464 - Section 168 KK

Dear Senator Pines:

I am writing to request your thoughtful consideration of the attached language as an amendment to section 65 of chapter 152 of the Massachusetts General Laws. This language does not add additional costs to the Commonwealth's direct appropriations. The intent of this language is to clarify that certain reasonable and necessary costs can be expended by the trust fund which was established by chapter 572 of the Acts of 1985 to pay certain benefits under the workers' compensation act. This clarification will also ensure that funds are paid both expeditiously and appropriately.

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Stevens M. Day

cc: L. Ruthardt
A. Osborn
J. Pressman

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The Commonwealth of Massachusetts

HOUSE OF REPRESENTATIVES
STATE HOUSE, BOSTON 02133

REPRESENTATIVE
DAVID P. MAGNANI
7TH MIDDLESEX DISTRICT
70 FAY ROAD
FRAMINGHAM, MA 01701
TEL. 875-0887

Committees on
Commerce and Labor
Human Services and Elderly Affairs
Natural Resources

ROOM 43, STATE HOUSE
TEL. 722-2030

ELIZABETH GROB
STAFF DIRECTOR

November 15, 1989

Mr. Arthur R. Osborn, President
Massachusetts AFL/CIO
8 Beacon Street
Boston, MA 02108

Dear Mr. Osborn: *Arthur*

Thank you for contacting me regarding your opposition to repealing the so-called Blue Law. I also oppose repealing these law. Please be rest assured my efforts as well as my voting record will reflect this strong conviction.

If I may be of further assistance to you on this or any other matter, please do not hesitate to contact me.

Sincerely,

None

DAVID P. MAGNANI
State Representative

DPM/pas



ELECTRICAL ELECTRONIC TELECOMMUNICATION & PLUMBING UNION

General Secretary E A B Hammond O.B.E.

Telephone: 01-462-7755



Fax: 01-462-4959

Hayes Court
West Common Road
Bromley
Kent. BR2 7AU

Our Ref: JFS/SR/RES

Your Ref:

SUBJECT: Visit

Date: 27th November, 1989.

Mr. Arthur R. Osborn,
President,
Massachusetts AFL-CIO,
3rd Floor,
8 Beacon Street,
Boston,
Massachusetts 02108,
U.S.A.

Dear Arthur,

It was a pleasure meeting you during my recent visit to Boston. I found our discussion most interesting. Although I missed the Massachusetts Convention I did address the New Mexico Federation Convention.

With best wishes for the continued strength of organised labour in Massachusetts.

Yours fraternally,

A handwritten signature in black ink that reads 'John F. Spellar'.

John F. Spellar,
National Officer,
Research Department.

AMERICAN FEDERATION
OF LABOR AND CONGRESS
OF INDUSTRIAL ORGANIZATIONS



C
MEMORANDUM

DATE: November 9, 1989

Executive Council Members

Lane Kirkland
President

Thomas R. Donahue
Secretary-Treasurer

Frederick O'Neal

Albert Shanker

Edward T. Hanley

Angelo Fosco

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Larry Dugan Jr.

Robert A. Georgine

Milan Stone

Gene Upshaw

Jay Mazur

Lenore Miller

Jack Sheinkman

John J. Barry

John A. Gannon

Sigurd Lucassen

William J. McCarthy

TO : RESEARCH DIRECTORS
EDUCATION DIRECTORS
ORGANIZING DIRECTORS

FROM : Rudy Oswald

SUBJECT : PROFIT SHARING/ESOP PROGRAM

This announces the December 17-21, 1989 program NEGOTIATING PROFIT SHARING AND EMPLOYEE STOCK OWNERSHIP PLANS. This program is jointly sponsored by the Economic Research Department and the George Meany Labor Studies Center. A copy of the program is attached.

Interest in Worker Ownership, Employee Stock Ownership (ESOPS), and Profit Sharing plans continues to grow. Organizers find employers using these plans to frustrate organizing drives. Those representing workers at the bargaining table have used them to soften necessary concessions, to respond to closing threats, to respond to a likely sale of a firm, and even as a way to get rid of a poor management team. Management on the other hand has used each of these plans as a way to unfavorably differentiate union represented from managerial and nonrepresented workers.

Although it is unlikely that these plans will ever be a major element of the collective bargaining process, it has, nonetheless, become essential that union representatives acquire the skills necessary to deal with these plans at the bargaining table and when organizing.

Arrangements for attendance will be handled by the George Meany Labor Studies Center (301)431-6400, however, if you have any other questions please contact John Zalusky in the AFL-CIO Economic Research Department (202)637-5173.

We urge you to assign field servicing and organizing, national union staff to attend this program.

RO/pf
opeiu#2,afl-cio

Attachment

**NEGOTIATING PROFIT SHARING
AND
EMPLOYEE STOCK OWNERSHIP PROGRAMS**

DECEMBER 17-21, 1989

Sunday, December 17

7:00 - 8:00 p.m.

WELCOME and ORIENTATION

Monday, December 18

9:00 -10:30 a.m.

NEW DEVELOPMENTS IN COMPENSATION
SYSTEMS - AN OVERVIEW

*John Zalusky, Head of the Office of
Wages and Industrial Relations
Department of Economic Research
AFL-CIO*

10:30 a.m.-12:00 p.m.

BASIC STRUCTURAL FESTURES OF PROFIT
SHARING PLANS

*Ken Mericle, Associate Professor
of Labor Relations
School for Workers
University of Wisconsin*

1:30 - 3:00 p.m.

NEGORIATING PROFIT SHARING LANGUAGE
Ken Mericle

3:00 - 4:00 p.m.

COMPUTER EVALUATION OF PROFIT
SHARING PROGRAMS
Ken Mericle

Tuesday, December 19

9:00 a.m. - 12:00 p.m.

FINANCIAL ANALYSIS: READING AND
EVALUATING INCOME AND BALANCE SHEETS

*Steven Director, Associate Professor,
Industrial Relations & Human
Resources
Rutgers University*

1:30 - 3:00 p.m.

FINANCIAL ANALYSIS: READING AND
EVALUATING INCOME AND BALANCE SHEETS
(Continued)

Steven Director

3:00 - 4:30 p.m.

EVALUATING A COMPANY'S WORTH

Steven Director

NEGOTIATING PROFIT SHARING
AND
EMPLOYEE STOCK OWNERSHIP PROGRAMS

Page 2

DECEMBER 17-21, 1989

Wednesday, December 20

9:00 a.m. - 12:00 p.m.

EMPLOYEE STOCK OWNERSHIP PROGRAMS:
TYPES AND USES

*Randy Barber, Director
Center for Economic Organizing*

1:30 - 3:00 p.m.

BASIC ESOP DESIGN FEATURES TO
RESEARCH AND NEGOTIATE

Randy Barber

3:00 - 5:00 p.m.

WHAT COMPANIES MAKE FEASIBLE ESOP
TARGETS

*David Aylward, Managing Partner
National Strategies, Inc.*

*Steve Newman, Research Associate
United Steelworkers of America*

Thursday, December 21

9:00 a.m. - 11:00 a.m.

DEVELOPING LAW AND EMPLOYEE STOCK
OWNERSHIP PROGRAMS

*Debra Olson Groban
Groban Olson and Associates*

11:00 - 11:30 a.m.

WRAP-UP and EVALUATION

Building and Construction Trades Council of the Metropolitan District

AFFILIATED TO THE

BUILDING AND CONSTRUCTION TRADES DEPARTMENT

AFL-CIO

TERITORIAL JURISDICTION

Arlington, Boston, Belmont, Brookline, Burlington, Cambridge, Canton, Chelsea, Dedham, Everett, Malden, Medford, Melrose, Milton, Norwood, Reading, Revere, Somerville, Stoneham, Wakefield, Westwood, Winthrop, Winchester, Woburn and the Islands of Boston Harbor

TELEPHONE
617 - 282-0080

645 MORRISSEY BOULEVARD
SUITE 2
BOSTON, MA 02122-3520

November 6, 1989

Metropolitan Area Planning Council
60 Temple Place
Boston, Ma. 02111
C/O Stuart Langton-Director

Dear Stuart:

I am sorry that I will be unable to attend the Challenge to Leadership Conference on Thursday November 16, 1989 at the Sheraton Boston Hotel.

The insensitivity by the Executive Committee in selecting the President of New England Telephone to make the closing remarks at this conference and your selection of him as Chariman in 1990 goes beyond imagination.

With 16,000 New England Telephone workers on strike for over 14 weeks the challenge to our communities goes far beyond what volunteer community service in Greater Boston will be able to provide.'

The President of New England Telephone should spend all his time in the planning of a quick and speedy settlement of this labor problem before trying to assist in meeting the challenge that his strike is contributing to.

We are particulary dismayed at this action by your Executive Committee and will be looking at our future involvement in these conferences.

Sincerely,


Joseph W. Nigro, Jr.
General Agent / Secretary Treasurer
Boston Building Trades Council

c.c.: Arthur Osborn, Ex Committee

GREATER LOWELL CENTRAL LABOR COUNCIL

A.F.L.-C.I.O.

P.O. BOX 2227 HIGHLAND STATION
LOWELL, MA 01851
~~1 (617) 452-5549~~

DAVID J. CUNNINGHAM
— President —

KENNETH W. HARKINS
— Vice-President —

JOHN W. STAFFORD
— Treasurer —

WILLIAM J. BLAIR
— Recording Secretary —

November 11, 1989

Mr. Arthur Osborn, Pres.
MASS AFL-CIO
8 Beacon Street
Boston, MA 02108

Dear President Osborn.

The Gr. Lowell Central Labor Council wishes to thank the MASS AFL-CIO for its help in our recent city-wide mailing on behalf of Council-endorsed candidates for Lowell City Council and Lowell School Committee.

Seven of the nine candidates who were elected to the City Council were endorsed by us (the other two did not bother to request interviews), and three of the five endorsed School Committee candidates were elected, with a fourth candidate surprising everyone by his very strong finish, ahead of an incumbent. Additionally, should any City Councilor leave office in the next two years, an endorsed candidate will be the replacement.

Several candidates stopped in during our "envelope stuffing" meeting and all were impressed by the number of workers that were involved.

Again, thanks for your help, and a special "tip of the hat" to Rich Rogers for his efforts.

Sincerely,

Bill

William Blair, Secretary



Women in the Building Trades

241 St. Botolph St.
Boston, MA 02115
(617) 266-2338

Massachusetts Coalition on New Office Technology

MassCOSH

Massachusetts Coalition for Occupational Safety & Health

Nov. 14, 1989

Dear Friends,

Women In the Building Trades (WIBT), the Massachusetts Coalition on New Office Technology (CNOT), and the Massachusetts Coalition for Occupational Safety and Health (MassCOSH) are seeking new office and classroom space.

For the last several years our programs have been located in the Center for Community and Workplace Education of Roxbury Community College. Unfortunately, state budget cuts have led to the disbanding of the Center. As of June 1990, we will lose our office and classroom space at 241 St. Botolph St. in Boston.

We would like to find enough space to accommodate all 3 programs - approximately 2,500 to 3,000 square feet. This space should be within the City of Boston and be accessible to public transportation - preferably a subway/trolley line. It is also critical that rent be significantly below "market rate" for us to be able to afford the space.

If you have any suggestions of space for our programs, please contact one of us at the following numbers:

WIBT: 266-2338 CNOT: 536-8324 MassCOSH: 247-3456

Thank you for your continued support and for your assistance!

Priscilla Golding
(WIBT)

Lisa Gallatin
(CNOT)

In Solidarity,

Nancy Lessin
(MassCOSH)

United States Senate

WASHINGTON, DC 20510

November 9, 1989

Mr. Arthur Osborn
AFL-CIO
8 Beacon Street
Third Floor
Boston, MA 02108

Dear Arthur:

Thanks to your hard work, yesterday the Senate sent to the White House the minimum wage compromise for signature.

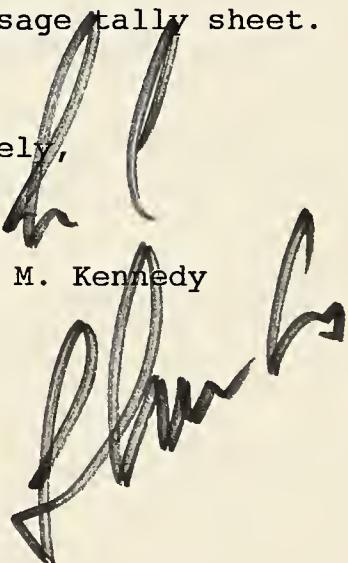
While we all wish it were more, it is the best we could do -- for now.

Attached as a memento is the final passage tally sheet.

Again, thanks for all your efforts.

Sincerely,

Edward M. Kennedy



YEAS	NAYS
1	Adams
	Armstrong
	Baucus
	Bentsen
2	Biden
	Bingaman
	Bond
3	Boren
	Boschwitz
4	Bradley
	Breaux
5	Bryan
	Bumpers
6	Burdick
7	Burns
	Byrd
	Chafee
9	Coats
	Cochran
	Cohen
	Conrad
	Cranston
	D'Amato
	Danforth
	Daschle
	DeConcini
	Dixon
	Dodd
11	Dole
	Domenici
12	Durenberger
	Exon
13	Ford
	Fowler
	Garn
	Glenn
14	Gore
	Gorton
	Graham, Florida
	Gramm, Texas
15	Grassley
	Harkin
	Hatch
	Hatfield
	Heflin
	Heinz

HR 8710

SUBJECT

Legislative

292

NO.

ROLL CALL VOTE

(Date)

NOV 8 (LEG. DAY NOV 6) 1989

Helms	16
Hollings	17
Humphrey	18
louye	19
Jeffords	20
Jolmston	21
Kasten	22
Kassebaum	23
Kennedy	24
Kerry, Massachusetts	25
Kerry, Nebraska	26
Kohl	27
Leahy	28
Levin	29
Lieberman	30
Lou	31
Lugar	32
Mack	33
Matsunaga	34
McCain	35
McCleure	36
McConaughy	37
Metzenbaum	38
Mitchell	39
Moylan	40
Murkowski	41
Nickles	42
Nunn	43
Packwood	44
Pell	45
Pressler	46
Pruhs	47



BOOK, T?

APR

Capital Services, Inc.

1802 T Street N.W.
Washington, D.C. 20009
(202) 745-4900
FAX: (202) 745-0215

116 Newbury Street
5th Floor
Boston, MA 02116
(617) 536-6033
FAX: (617) 536-6409

December 9, 1989

Arthur Osborn
President
Mass. AFL-CIO
8 Beacon Street
Boston, MA 02108

Dear Arthur:

I am pleased to inform you that your organization has been nominated for a GOLDEN DONKEY AWARD for Best Political Convention Operation in 1989.

As publisher of the Democratic political newsletter, THE RENDON REPORT, each year I sponsor the GOLDEN DONKEY AWARDS NIGHT to recognize and honor those individuals who have helped shape the current election season with their outstanding political achievements.

While award categories do vary according to the election year, every year we invite Democratic Party activists, leaders and observers to the GOLDEN DONKEY AWARD NIGHT to help us pay tribute to the campaign achievements of the candidates, staff and volunteers of the various political races.

Please join us for the 8th Annual Golden Donkey Awards Night on Monday, December 18, 1989, 5:30 PM, at the Ballroom of the Parker House, School Street, in Boston.

Ellen Querzoli and Lydia Lalli of my staff will be contacting you shortly to inquire if you will be able to attend the award ceremony. If you should need more information, please feel free to contact us at #536-6033.

Congratulations on your award nomination and we look forward to seeing you on the 18th. Good luck!

Sincerely,

Richard H. Rendon
Publisher
THE RENDON REPORT



New England Conference

International Association of Machinists and Aerospace Workers

Conference of All New England Lodges of the International Association of Machinists

• 22



Mr. Arthur Osborn, President
Massachusetts AFL/CIO
8 Beacon St. 3rd Floor
Boston, Ma. 02108

December 06, 1989

Dear Sir and Brother,

President Burke and I on behalf of the Officers and members of the New England Machinists Council extend our sincere and heartfelt thanks to you for your attendance and opening remarks at our fall meeting in Andover Ma.

You have epitomized to me what the labor movement is all about since I first met you many years ago. So it was a double pleasure for me to not only have the head of the Massachusetts AFL/CIO open our meeting, but also the opportunity for our brothers and sisters from the other New England states to hear you speak and benefit from your insight. Again Arthur thank you.

All of us here wish you, your family, and your great staff the very best of the Holiday season.

Fraternally in Solidarity,

Robert R. Lemire
Secretary Treasurer
N.E. Conference of Machinists
6 Dexter Avenue
Dracut, Ma. 01826



BOSTON MUSICIANS' ASSOCIATION

LOCAL 9-535, AMERICAN FEDERATION OF MUSICIANS

375 CONCORD AVENUE • BELMONT • MA 02178 Tel. (617) 489-1400 FAX (617) 484-0729

C

President

Steve Young

Dec. 11, 1989

Vice-President

Hank Wiktorowicz

The Honorable Edward M. Kennedy
313 Russell Senate Office Building
Washington, DC 20510

Secretary-Treasurer

Howard Garniss

Dear Senator Kennedy:

Executive Committee

Ted Eleftherakis

Thomas Ferrante

Suellen Hershman

Al Natale

Maggi Scott

Thank you for assisting in the Senate passage of the Taft-Hartley amendment allowing housing trust funds to become a legitimate subject of collective bargaining. Now it is time to help the musicians.

The simultaneous passage of Live-PALRA (S. 1216) would have been greatly appreciated. You have indicated your support for this bill in a letter sent to us in September. (See enclosure)

Trustees

Tony Beadle

Frank Levine

Vahey Takvarian

Please do not be persuaded by the misinformation about Live-PALRA being circulated by the National Association of Orchestra Leaders (NAOL), the National Ballroom & Entertainment Association (NBEA) and others. They would do anything to deny collective bargaining rights to their live performers.

The American Federation of Musicians has been fighting over twenty (20) years for this amendment. We look forward to your immediate support for the passage of Live-PALRA before the end of the 101st Congress.

If you can help the Hotel Workers, please also help us!

Sincerely yours,

"SUPPORT
LIVE MUSIC"

⑧ 100-102

Steve Young
President

Hank Wiktorowicz
Vice-President

Howard Garniss
S/T

cc: Jay Harvey
Ned Guthrie
Arthur Osborn
Bob Haynes



U.S. Department of
Transportation

General Counsel

400 Seventh St., S.W.
Washington, D.C. 20590

C

December 11, 1989

Mr. Arthur R. Osborn
President, Massachusetts AFL/CIO
8 Beacon Street
Boston, MA 02108

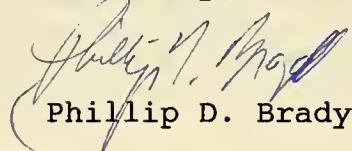
Dear Mr. Osborn:

Thank you very much for your letter to President Bush communicating your views on legislation to establish a congressional advisory commission to investigate and make recommendations on three pending labor disputes at Eastern Airlines.

As you may know, the President decided not to sign the legislation. His veto message is enclosed for your information.

We appreciate having the benefit of your views on this important matter, and we hope this material will be helpful to you.

Sincerely,


Phillip D. Brady

Enclosure

To the House of Representatives:

I am returning herewith without my approval H.R. 1231, a bill establishing a congressional advisory commission to investigate and make recommendations on pending labor disputes at Eastern Airlines.

The future of Eastern Airlines is currently the subject of reorganization under Chapter 11 of the Bankruptcy Code. The bankruptcy court is charged with protecting the overall interests of the concerned parties in an evenhanded fashion. This state of affairs should not be disturbed by new legislation. I am particularly concerned that the investigation and recommendations of the commission proposed by H.R. 1231 would create the expectation of further intervention by the Congress that would significantly disrupt chances for an orderly reorganization by the bankruptcy court. This would hinder saving Eastern Airlines and the jobs of its employees.

The commission's mandate under this legislation to investigate three pending labor disputes, as well as certain broader aviation industry issues, is also unrealistic. The National Mediation Board spent over 500 days of sustained effort in an unsuccessful attempt to resolve the single dispute at Eastern that has reached impasse. H.R. 1231 would charge the commission with recommending settlements for three outstanding disputes at Eastern in a fraction of the time—45 days. Furthermore, involvement in the two ongoing labor disputes at Eastern that have not reached impasse violates our policy against governmental interference in the collective bargaining process. I see no justification for approving legislation that would mandate Government intervention in the cases of pilots and flight attendants.

For these reasons, I am compelled to disapprove H.R. 1231.

I also note that certain provisions of section 5 of the bill could be read to provide that executive branch resources must be deployed at the discretion of a congressional advisory commission. Such a reading of the bill would raise constitutional concerns.

GEORGE BUSH.

THE WHITE HOUSE, November 21, 1989.



November 30, 1989

Dear Labor of Love Supporter:

I am writing to you once again because we need your help with an important cause -- finding a cure for diabetes.

As you are well aware, the labor movement, with the leadership of the Building Trades, has made a commitment to raise some 10 million dollars to build a much needed research and treatment facility for the Diabetes Research Institute at the University of Miami School of Medicine.

Our principal fund raising event for the labor/business community is the Annual Labor of Love Tournament scheduled February 14, 15 and 16, 1990, at Turnberry Isle Yacht and Country Club in North Miami, Florida. The tournament features golf, tennis and gin rummy tournaments, as well as a day of thoroughbred racing at Gulfstream Park with America's leading handicapper, Andy Beyer.

On behalf of the Labor of Love Tournament, I would like to ask that you purchase an ad for our Souvenir Program and also extend to you an opportunity to play a part in this fund raiser. Enclosed is a packet of registration materials which will enable you to buy an ad or sign up to participate in one of the events.

Should you wish to become involved in our Fifth Annual Labor of Love Tournament or have any questions, please contact those listed below. I hope we can count on your continued support.

With kind personal regards, I am

Sincerely,

Robert A. Georgine
General Campaign Co-Chair

General Tournament Information: Mary Betzler (202) 223-8700
Souvenir Program and Sponsorship: Dan Feller (202) 223-8700

P.S. Due to printing schedules, please respond by Friday, January 19, 1990.

LABOR OF LOVE
P.O. BOX 33636
WASHINGTON, D.C. 20033
(202) 223-8700

A Continuing Campaign of the Blueprint for Cure. David Warner, Treasurer
To Benefit the Diabetes Research Institute

Tournament

THE FIFTH ANNUAL LABOR OF LOVE TOURNAMENT

February 14, 15, 16, 1990, Turnberry Isle Yacht & Country Club, North Miami, Florida





**LABOR
of
LOVE**

Honorary Co-Chairs:

John J. Barry

International President
International Brotherhood of
Electrical Workers

Patrick J. Campbell

General President Emeritus
United Brotherhood of
Carpenters and Joiners
of America

Edward J. Carlough

General President
Sheet Metal Workers
International Association

John DeConcini

International President
Bakery, Confectionery and
Tobacco Workers International
Union

Juel D. Drake

General President Emeritus
International Association of
Bridge, Structural and
Ornamental Iron Workers

Robert A. Georgine

President
Building and Construction
Trades Department

Edward T. Hanley

General President
Hotel Employees and
Restaurant Employees
International Union

Richard I. Kilroy

President
Transportation
Communications
International Union

Sigurd Lucassen

General President
United Brotherhood of
Carpenters and Joiners
of America

Gerald W. McEntee

President
American Federation
of State, County, and
Municipal Employees

Lenore Miller

President
Retail, Wholesale and
Department Store Union

Michael Sacco

President
Seafarers International
Union of North America

Vincent Sombrotto

President
National Association of
Letter Carriers

John J. Sweeney

President
Service Employees
International Union

Jake West

General President
International Association of
Bridge, Structural and
Ornamental Iron Workers

Alfred K. Whitehead

President
International Association of
Fire Fighters

William H. Wynn

International President
United Food and
Commercial Workers
International Union

Schedule of Activities

*Turnberry Isle Yacht and Country Club
North Miami, Florida
February 14-16, 1990*

Wednesday, February 14

Arrival and Registration at Turnberry Isle.

Labor of Love Office, Salon VIII Room, Register for -

Golf, Tennis, Gin Rummy, Day at the Races - pick up Gift Bag.

Thursday, February 15

Registration - Practice Golf Rounds *after Registration at Turnberry Isle.*

*(Golf, Tennis, Gin Rummy, Day at the Races - Gift Bag pick-up at Labor of Love
Office - Salon VIII Room.)*

10:00 a.m. - A Day at the Races with Andrew Beyer, a leading handicapper and Washington Post columnist, at Gulfstream Park (complimentary lunch at 11:30 a.m., post time at 1 p.m., with transportation being provided to and from the race track).

6:00 - 8:00 p.m. - Welcome Poolside Reception and Cocktail Party at Turnberry Isle.

11:00 a.m. - Brunch for all event participants - Turnberry Isle Country Club - Loggia/Veranda East

Friday, February 16

12 noon - Golf-Shotgun Start

Scramble Format Limited Field (lunch on the course for all event participants)

12 noon - Tennis Tournament

12 noon - Gin Rummy Tournament

Award Presentation and Reception - Turnberry Isle Country Club - Ballroom.

Immediately following Golf Tournament approximately 6 p.m.

Ticket to be presented at the door.

ENTRY FEE

\$1,000 for golf - *includes cart and green fees for practice and tournament rounds, Gift Bag, Continental Breakfast, lunch on the course and all social functions except Day at the Races.*

\$500 for Tennis Tournament - *includes all of the above, (no golf, gin rummy or Day at the Races).*

\$500 for Gin Rummy Tournament - *includes all of the above (no golf, tennis or Day at the Races).*

\$500 for a Day at the Races - *includes all of the above (no golf, tennis or gin rummy).*

RESERVATIONS

Hotel reservations should be made directly with Turnberry Isle Yacht and Country Club. 1-800-327-7028. Please identify yourself as a Labor of Love participant. All events by reservation only. Please respond by December 20, 1989 to be assured a spot. All information and registration forms are enclosed.

TRAVEL INFORMATION

To afford maximum convenience and cost savings for your participants, ITC has established especially discounted convention fares on United Airlines and participating carriers. These rates offer 40 percent discount from full unrestricted coach fares or five percent discount from all other fares, including super saver. These special rates are available from all United Airlines cities to Miami/Ft. Lauderdale, and are exclusively available through ITC.

To obtain reservations and tickets at these special savings, your travelers nationwide are invited to call toll free to this ITC Labor of Love agent at 1-800-543-6967, between the hours of 9:00 a.m. - 5:00 p.m. EST, Monday - Friday.

QUESTIONS

Please refer questions to the following people:

Labor of Love Committee, *General Information:*

Mary Betzler (202) 223-8700 Paul Bond (202) 927-3800

Michael Brennan (202) 383-4880 Al Silverman (202) 628-1688

Leo Zefterri (202) 347-1461

Labor of Love Souvenir Program:

Dan Feller (202) 223-8700

Registration Form

Name _____

Organization _____

Address _____

City _____ State _____ Zip _____

Telephone _____

Golf @ \$1,000.00	= \$
Tennis @ \$500.00	= \$
Gin Rummy @ \$500.00	= \$
A Day at the Races @ \$500.00	= \$
TOTAL \$	

PARTICIPANTS BY RESERVATION ONLY

I would also like to be a Hole Sponsor @ \$1500.00 each = \$

Please indicate name to be on hole sponsor sign:

*Make checks payable to: "Blueprint for Cure"
Mail to: Labor of Love Tournament, P.O. Box 33636, Washington, D.C. 20033*

Souvenir Program Information - See other side.

Labor of Love Souvenir Program

Name _____

Organization _____

Address, State, Zip _____

I would be happy to be listed as a sponsor of the Labor of Love Souvenir program.
Please sign me up for a **gold page**. Enclosed is my contribution of \$5000.

I am unable to serve as a sponsor, but please sign me up for a **silver page** in the Souvenir Program. Enclosed is my contribution of \$3500.

I am unable to serve as a sponsor, but please sign me up for a **bronze page** in the Souvenir Program. Enclosed is my contribution of \$2500.

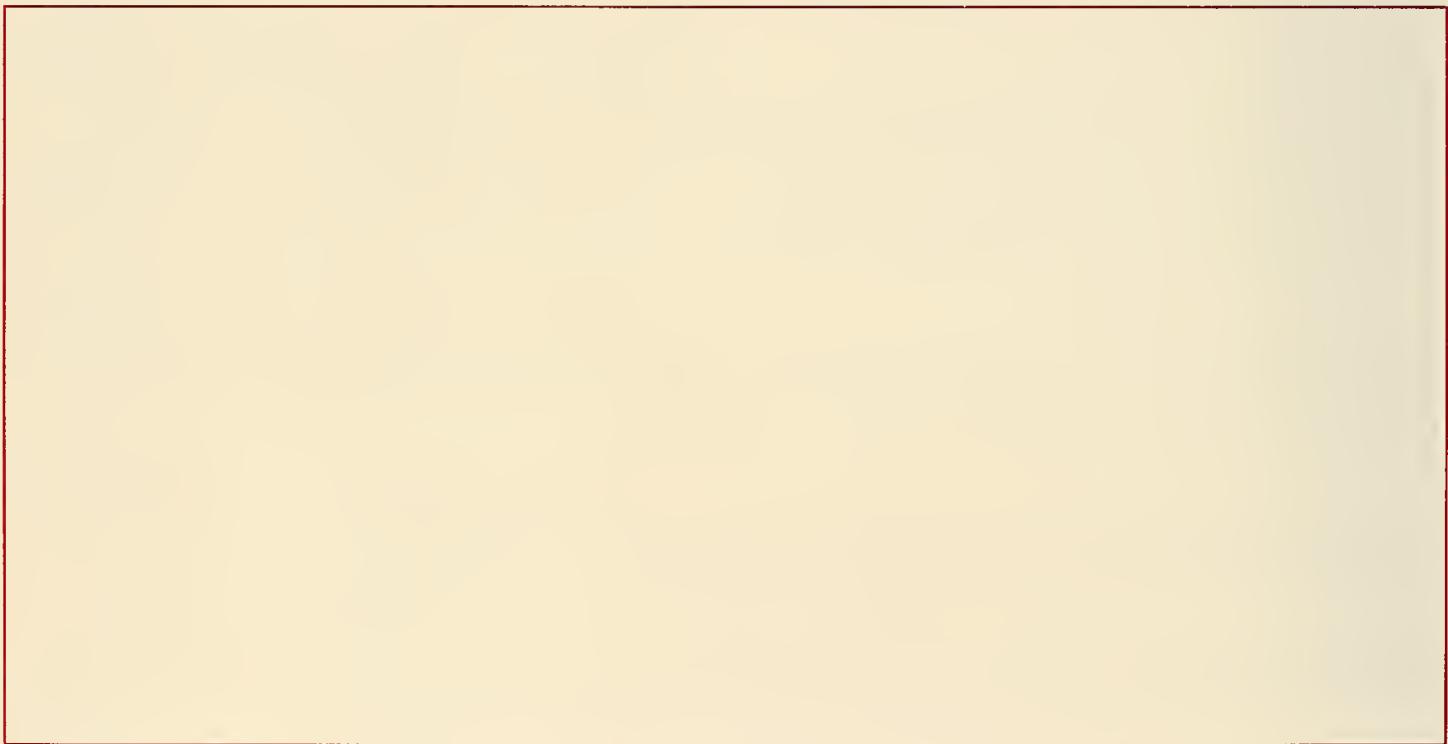
Please sign me up for a **full page** in the Souvenir Program. Enclosed is my contribution of \$1500.

Please sign me up for a **1/2 page** in the Souvenir Program. Enclosed is my contribution of \$1000.

Our check is enclosed in the amount of \$ _____. Make checks payable to Blueprint for Cure.

Please use this insertion order as authorization to print copy indicated below in the Souvenir Program in the selected page size:

x _____



Send check & art to: **Labor of Love Tournament**
P.O. Box 33636
Washington, D.C. 20033

Please attach any art or logos to this sheet. Pictures welcome. Copy Deadline Dec. 22, 1989

Thank You For Your Support
Robert A. Georgine





American Postal Workers Union, AFL-CIO

Springfield, Massachusetts Area Local
P.O. Box 3808
Springfield, MA 01101
(413) 543-1146
(413) 543-4851
(GMF/BMC) (413) 543-1199

December 8, 1989

Paul Eustace, Secretary
Department of Labor
One Ashburton Place
Room 2112
Boston, Ma 02108

Dear Secretary Eustace:

This local would like to expand upon its explanation of our grant proposal to the Department of Industrial Accidents Office of Safety.

It is the intent of the local to be a provider of services to the Pioneer Valley Central Labor Council and its affiliated unions.

We intend to do classroom style presentations and also make video copies of these presentations available to interested parties.

Sincerely,

A handwritten signature in black ink that reads 'Dan Kuralt'.

Dan Kuralt
President

cc: Commissioner Joel Pressman
Arthur Osborne ✓
Charles E. Thompson

PRO
STEPHEN F. LYNCH
FINANCIAL SECRETARY
PAUL J. DiPIETRO

Business Agent
ROBERT E. BANKS
THOMAS E. BRODERICK
PATRICK J. CATALANO
ORGANIZER
GEORGE OLIVAR, JR.

INTERNATIONAL ASSOCIATION OF BRIDGE, STRUCTURAL AND ORNAMENTAL IRON WORKERS

Local 7

A.F.L. - C.I.O.

35 TRAVIS STREET, P. O. BOX 210 • ALLSTON, MASSACHUSETTS 02134 • TELEPHONE 617-254-7542 / 254-7543

4 DEC 1989

MR. JOHN KELLY, PRESIDENT
OFFICE AND PROFESSIONAL EMPLOYEES
INTERNATIONAL UNION
265 WEST FOURTEENTH STREET
NEW YORK, NY 10011

DEAR AND BROTHER:

IT IS MY UNDERSTANDING THAT YOUR UNION IS ONCE AGAIN ATTEMPTING TO RAID THE ALLIANCE OF UNIONS, WHICH REPRESENT CERTAIN FOREMEN AND INSPECTORS ON THE MASSACHUSETTS BAY TRANSPORTATION AUTHORITY'S PROPERTIES.

AS YOU KNOW, THIS UNION FORMED BY A NUMBER OF AFL-CIO AFFILIATED LOCAL UNIONS AND WAS SUBSEQUENTLY CERTIFIED BY THE STATE LABOR RELATIONS COMMISSIONER AS THE EXCLUSIVE COLLECTIVE BARGAINING REPRESENTATIVE.

YOUR ORGANIZATION HAS ATTEMPTED, FOR SEVERAL MONTHS, TO RAID THIS UNION, NOTWITHSTANDING THE FACT THAT IT VOTED NOT TO AFFILIATE OR BECOME PART OF YOUR ORGANIZATION. CERTAIN FOREMEN AND INSPECTORS, DUES-PAYING MEMBERS, OF LOCAL 7, IRONWORKERS, PROTEST YOUR ATTEMPT AT CARVING THEM OUT AND DISRUPTING THE ONGOING LABOR RELATIONS THAT EXISTS BETWEEN THEM AND THEIR EMPLOYER WHILE REPRESENTED BY THE ALLIANCE OF UNIONS.

PLEASE BE ADVISED THAT LOCAL 7 IRONWORKERS, AFL-CIO IS NOW, AND HAS BEEN AT ALL TIMES, MATERIAL TO THE FORMATION OF THIS UNION, "ALLIANCE", AND THE ORGANIZATION OF THE EMPLOYEES THAT IT REPRESENTS.

ABSENT AN IMMEDIATE CESSION OF YOUR RAIDING ATTEMPTS, LOCAL 7 IRONWORKERS, WILL BE FORCED TO FILE AN ACTION UNDER ARTICLE XX OF THE AFL-CIO CONSTITUTION.

FURTHER, LOCAL 7 IRONWORKERS, RESERVES ALL OF ITS LEGAL RIGHTS TO FILE AN ACTION AGAINST YOUR ORGANIZATION BEFORE ANY STATE OR FEDERAL AGENCY OR COURT OF COMPETENT JURISDICTION, SHOULD YOU FAIL TO COMPLY WITH LOCAL 7'S DEMAND TO STOP THIS LESS THAN HONORABLE RAIDING POLICY.

FRATERNALLY,

Patrick J. Catalano

PATRICK J. CATALANO
BUSINESS AGENT



cc: Jake West, General President
International Ironworkers
Joseph Quilty, General Organizer
International Ironworkers
Joseph W. Nigro, General Agent/Secretary Treasurer
Boston Building Trades
Leo Purcell, President
Mass Building Trades Council
Arthur Osborn, President
Mass AFL-CIO
Tom Lawnsby, President
Local 453, OPEIU
Arthur Brown, Jr., President
Alliance of MBTA Unions
Kevin Hembrough, Recording Secretary
Alliance of MBTA Unions

November 17, 1989

Mr. Arthur Osborn
MASS A.F.L. - C.I.O.
8 Beacon Street
Boston, MA 02108

Dear Arthur,

The accompanying report comes with our warm and grateful thanks for your past support of Horizons' programs. Thousands of children, many of them abused, neglected and hurt are learning to rebuild their self-esteem and develop into useful, productive citizens under the direction of HFY's skilled staff and your support makes things happen - - - childrens' lives change for the better.

Please read this year-end report. It describes the many exciting programs underway twelve months a year at our Sharon facilities. This enables thousands more children to participate in varied programs that enhance the summer camping experience. And, it spreads our fixed expenses cost effectively over a broader base of programs and time frame.

Our earliest program, the residential summer camp, which has now had its 51st year, remains our primary effort to significantly help the lives of disadvantaged children. And, this is the program that needs major dollar support. Most of these children are unable to pay their way as they are referred to us through community agencies, schools and families.

As we approach the year-end holiday gift giving season, we ask if you will carefully review your charitable priorities and consider what better gift that each of us make than to extend a helping hand to a hurting, deserving child. That is what Horizons For Youth is really all about.

Please give generously because your gift will help provide the critical margin that determines how many children will or will not come to camp next summer.

With best wishes for the holiday season.

James D. St. Clair
James D. St. Clair
President
Horizons For Youth



HORIZONS FOR YOUTH BOARD OF DIRECTORS



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IBM Corporation

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Horizons For Youth

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International Brotherhood of Teamsters &
President, Teamsters Local 25

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RAYMOND J. MURGIA, Executive Vice President
Massachusetts Restaurant Association

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Mofenson and Nicoletti

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O'Connell Management

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Boston Herald

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STUART P. TAUBER, Assistant General Manager
WSBK, Channel 38

BRIAN T. TOOMEY, Operations Manager/Transportation
Star Market Company

MICHAEL VALERIO, Board Chairman
Papa Gino's of America

RICHARD VAN PELT, Chairman/Board and CEO
Jordan Marsh Company

S. PETER VOLPE, President
Volpe Construction Company, Inc.

JOEL B. WILDER, Chairman/Board
Bay Colony Corporate Centre

BOB WILSON
Bruins Radio Network

MRS. ROBERT WISE
Brookline

MRS. ANITA YESHMAN, President
Ladies State Committee
Horizons For Youth

SAMUEL H. ZITTER
Realtor

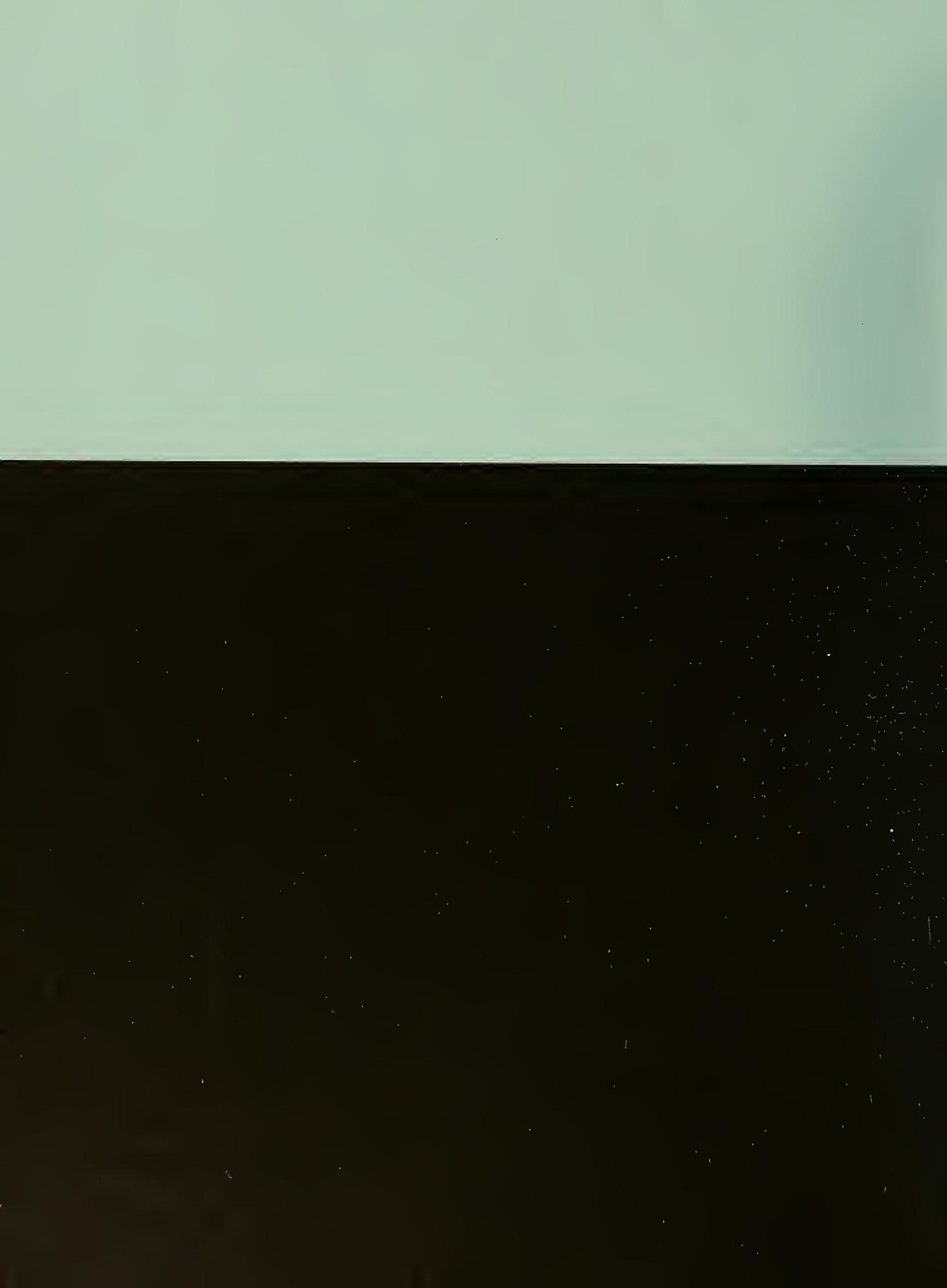
CLIVE W. BEASLEY, MPA, CFRE
Executive Director

I want you to be among the first to receive this progress report that describes the many programs underway at Horizons For Youth. Thousands of children, many disadvantaged, neglected and abused are rebuilding their self-esteem and developing into useful citizens under the direction of our skilled staff.

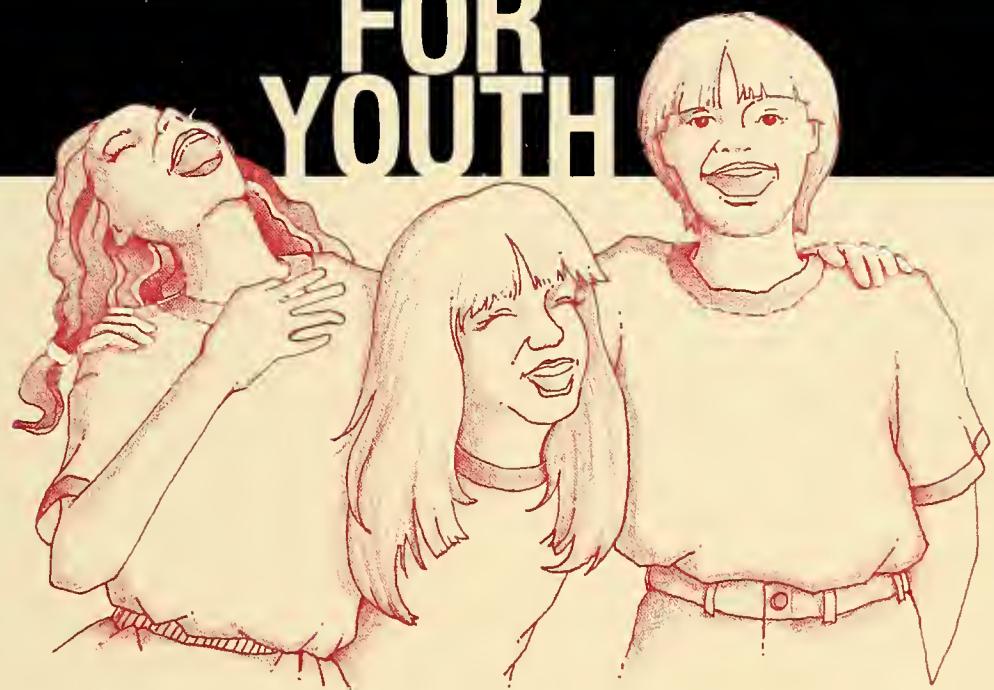
This report points out the scope of the year round programs which now enhance the basic summer camp experience. This spreads our fixed expenses efficiently over a broader base of programs while producing added income. During October alone, the facilities were used by 1,030 children, parents and teachers during 2-5 day stays.

The residential summer camp with its high counselor to camper ratio remains our primary effort to significantly help the lives of disadvantaged children.

James D. St. Clair
President
Horizons For Youth



HORIZONS FOR YOUTH



R E P O R T

1 . 9 . 8 . 9

President's Message

James D. St. Clair

Our outdoor programs in Sharon demonstrate the strength of the private sector in preventing today's children from suffering from the ill effects of poverty, neglect, abuse and family breakup. By working to build a child's self-esteem, we help this young person to rise above the cycle of destruction to which many are exposed.

Horizons exercises a curative influence on the child and family. Preventing a child from damaging themselves through involvement in crime or substance abuse, helping to prevent the emotional and physical trauma of abuse and neglect, or teaching children to set goals and achieve them is all a part of our organization.

As trustees, our function is to make sure that as many children as possible participate in our programs. We must take the lead in demonstrating tangible support which will aid in the achievement of helping children for life. Today's world demands that children be emotionally, physically and morally prepared for life and we have a direct stake in their success at this. In becoming responsible, productive citizens, these children do not become adults who depend on publicly funded programs, but, instead, help share in the burden of supporting the public sector.

It is, therefore, literally the case that helping to support Horizons' work with children now represents an investment for us in the future. Our organization represents a prime example of the spirit of private entrepreneurship and the power of early prevention.

Executive Director

Clive W. Beasley

Three years ago, I was asked to develop a managed care system to provide for the most effective outdoor social programming for children and to design a system which best matched the child's needs to our resources.

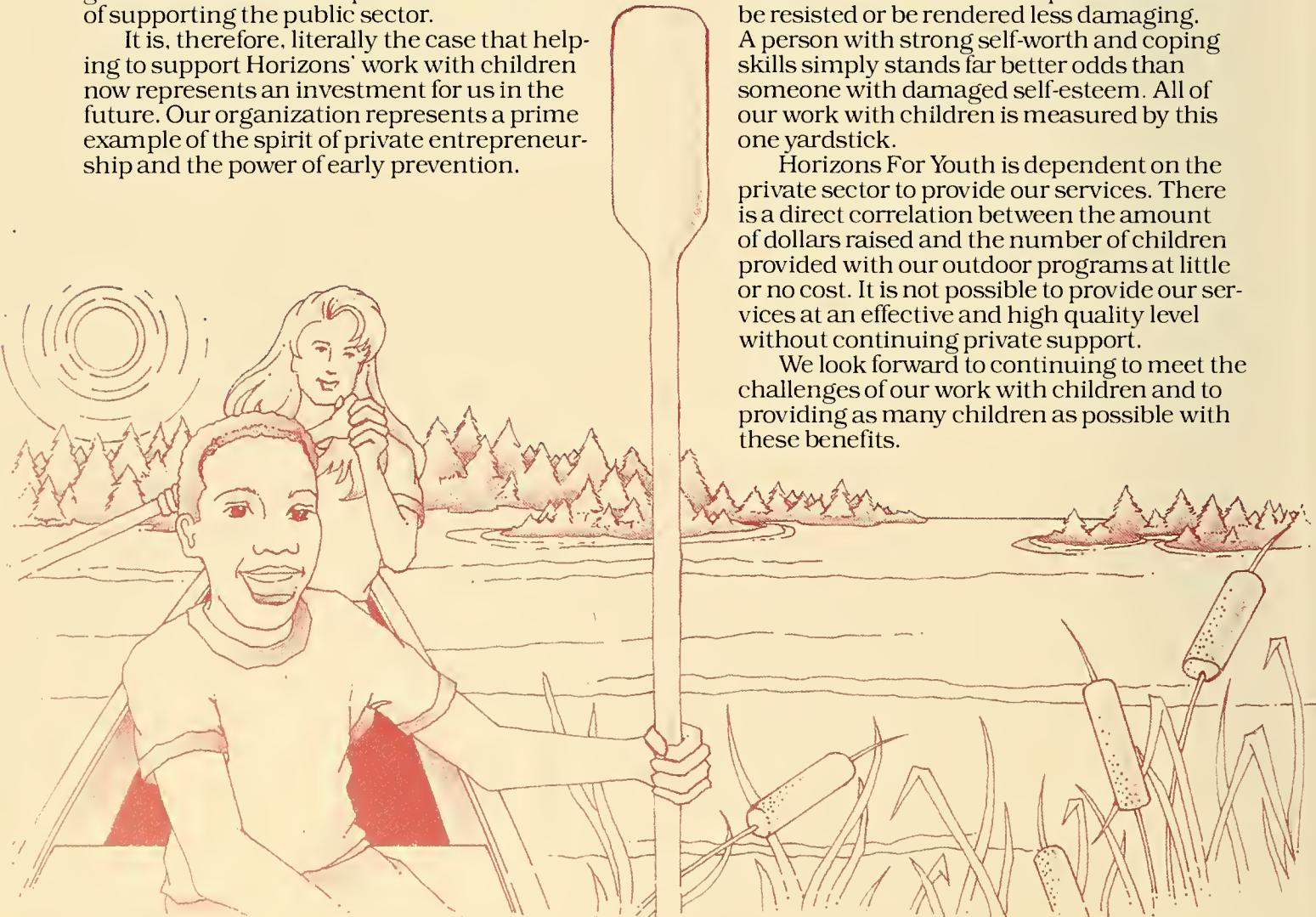
I am pleased to say that we have now fully accomplished this objective through the following 3 methods:

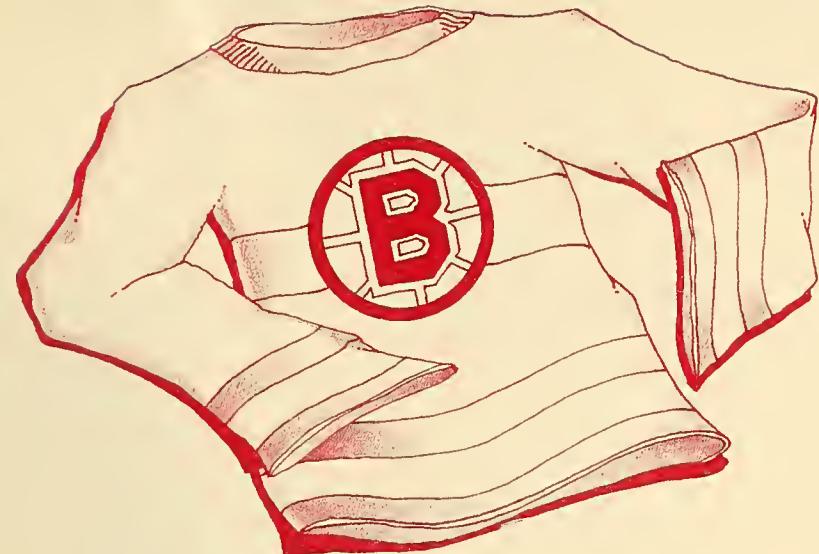
1. The creation of a system of care that tracks a child through Horizons For Youth services and allows for the development of a plan that will match the individual child's needs with those services available.
2. The restructuring of programs, fiscal, and funding mechanisms to allow for the development of flexible services adapted to today's children's needs and which will have appeal to a wide variety of funding sources.
3. The development of a comprehensive system of care, based on the tenets of outdoor therapy, that assists children, in every way possible, on a path to a fulfilling and productive adult life.

Our guiding philosophy at Horizons is that of prevention. Our aim is to strengthen a child so that harmful social phenomena will be resisted or be rendered less damaging. A person with strong self-worth and coping skills simply stands far better odds than someone with damaged self-esteem. All of our work with children is measured by this one yardstick.

Horizons For Youth is dependent on the private sector to provide our services. There is a direct correlation between the amount of dollars raised and the number of children provided with our outdoor programs at little or no cost. It is not possible to provide our services at an effective and high quality level without continuing private support.

We look forward to continuing to meet the challenges of our work with children and to providing as many children as possible with these benefits.





19th Annual Salute to the Boston Bruins

The Boston Bruins continued their long winning streak, on behalf of unfortunate children, as all of the players, coaches and management appeared voluntarily for the 19th annual "Salute to the Boston Bruins," held at the Caruso Diplomat in March. This is a tribute to each and every one of them. Their fame, popularity and success has, in no way, diminished their willingness to help less fortunate boys and girls.

With Ron Harry at the organ, Bob Wilson serving as toastmaster, each of the 1,200 Bruins' fans present had a most enjoyable evening obtaining autographs, taking pictures and mingling with their favorite players.

Ed Smith, chairman of the event, and his committee did an excellent job of organizing and conducting the dinner.

Through their participation over the years, the Boston Bruins have been responsible for raising more than one-half million dollars.

Celebrity Golf Tournament

The 9th annual Michelob Celebrity Golf Tournament, held at the Charles River Country Club was a great success. The field of 132 golfers was filled three weeks before the event.

Chairman John Bucyk and our staff did an outstanding job of providing everyone with a first-class fun-filled day of activity. The gifts, the luncheon buffet, cocktail party, awards, prizes and photos only enhanced the event.

We were fortunate to have an outstanding field of guest celebrities including members of the Bruins, Celtics, Patriots, and Red Sox, as well as representatives of the print and electronic media.

Horizons For Youth extends its deep appreciation to the August A. Busch Company for making the tournament possible. Everyone looks forward to the next golf tournament to be held in June of 1990.



Union and American Legion Support

The American Legion, through Jake Comer, continues to play a major role in our job of helping children to become responsible adults. Through participation in our Sweepstakes and Lifesaver programs, legion posts statewide have a right to be proud of themselves. The American Legion is instrumental in helping Horizons to accomplish its goal.

The labor movement does more than its share to help us put unfortunate children in our programs and give them a chance at better lives. The Teamsters, through Bill McCarthy and their whole statewide organization, are constant supporters through Sweepstakes participation and many other areas of support. Over 60 AFL-CIO locals participate in Sweepstakes and help us give a kid a piece of the better life they deserve.

Bed Sale

Our Bed Sale program is a new way for individuals and organizations to sponsor a child for a specific period in any one of our year-round programs. This year's program demonstrated the true generosity of all of our supporters and their desire to help others.

Social Games

The weekly Bingo game is now approaching its 20th year in Stoughton. The volunteers and players are to be commended for their participation in an enjoyable activity of benefit to disadvantaged children.

LSC May Luncheon

The annual luncheon of the Ladies State Committee was held in the Thomas Jefferson Ballroom of the Lafayette Swiss Hotel. An enthusiastic group of over 300 women was present to enjoy an excellent luncheon and a beautiful fashion show. Brian Leary of WCVB TV was the guest host and did a fine job of presenting the program.

Jordan Marsh is to be thanked for once again putting on a great show. All of those volunteers and contributing businesses are to be thanked for their continuing support.

50th Anniversary Fund Drive

The Development Committee, chaired by Mr. Al Kaneb, succeeded in exceeding its \$500,000 goal. These funds have been used to support the managed care program and to provide needed renovations to our facility in Sharon.

The success of this committee demonstrates the tangible support for Horizons' goals with children. Our programs received a tremendous shot in the arm with these funds allowing us to update the outdoor programming and provide each and every child with a very valuable experience.

Managed Care

All services delivered to children at Horizons are carefully matched to the needs of each child. Educational programs are individually geared to each group and matched with existing curricular to support the ongoing educational process. Social development programs are built around the child's particular level of social functioning and a plan developed which will best help increase self-esteem and coping skills to thrive in today's society. Horizons For Youth is a year-round outdoor education facility which integrates children into as many of its individual programs as funds allow. For those children currently able to benefit from inclusion in several of our programs, the tangible rewards of increased self-worth are of immeasurable value.

School Programs

Horizons For Youth began its Environmental Education Program for school groups in 1974. The school program was initiated as a response to the growing need of many school systems to have a comprehensive program where children could learn about the natural world through direct observation, hands-on exploration and guided discovery. Today, almost 3,000 students a year visit our facility along Lake Massapoag and experience a program considered by many educators to be one of the finest of its type in New England.

Program activities are conducted by qualified instructors with a ratio of one staff person for every ten students. Lessons and activities are hands-on and experiential, frequently involving hiking, exploration or simulation games.

Group challenge activities are an integral part of the Outdoor Education Experience. Each group of ten students works through several progressive stages: trust building, cooperative activities, problem solving, group challenge and individual challenge. Through this program component children learn to take responsibility, increase their feelings of self-confidence and learn to listen, encourage and accept.

Horizons For Youth is able to provide scholarships for many disadvantaged children to benefit from these programs alongside their fellow classmates. Our staff also provides these programs in the community to begin the process of bringing more children in contact with the benefits of the "Horizons Experience."

Adventure Program

This year brought the first Adventure Program to Horizons For Youth. The purpose of this program was to provide an appropriate challenge/learning experience for children too young to be counselors-in-training and too old for the standard camp program.



During the 21 day program, these children, (14-16 years old) learnt about the urban environment, the ocean, the woods and the mountains through camping, hiking and education. Beginning with Deer Island, the Freedom Trail, the Harbor Islands and moving to hike and camp at the Quabbin Reservoir and on the Appalachian Trail, these children learned to work together to accomplish their goals.

Children with damaged self-esteem had to face feelings of insecurity and meet the challenge of this experience. Initial feelings of failure gave way to a proud sense of accomplishment for those children lucky enough to participate in the first of many adventure programs.

Summer Program

We have now completed our 51st summer of helping children. It was an important summer. Almost 600 children from more than 80 communities around the state were served. More than 35 schools and community and social service agencies sponsored children. The extra week of camp, added two years ago, has greatly enhanced our program's appeal.

Horizons has developed established support in Revere and Lowell, expanded our involvement in Chelsea and developed new services to children from homeless shelters around the state. Our long-standing relationships with Boston, Brockton, Charlestown, Dorchester, Fitchburg, Framingham, Gloucester, Haverhill, Malden, Quincy, Roxbury and Worcester were strengthened.

This summer over 60 staff from around the world put their creative energies together and designed exciting day and evening programs tuned to the interests and needs of Horizons' diverse population of campers. But, more than this, 600 children benefited from our commitment to generate year-round programs matched to their needs for increased self-worth and improved coping skills. A poem from one camper, Chris Beatty, best expresses this:

*As the mountains fade into the skyline,
The world won't stop to hear my cries.
As the ocean washes away the shore,
I am still being ignored.
I look in front of my doorstep,
No one will stop to say hi.
But one thing keeps me going,
I'm spending my summer at H.F.Y.*

Escort to Understanding

This program continues to bridge the gap between police officers and young adolescents in communities around the state. By spending the day participating in the communication building "challenge program" and learning to respect one another as individuals, these children and police officers are able to build bridges of understanding that help prevent future problems.

Participating cities and towns include Attleboro, Bellingham, Chelmsford, E. Douglas, Franklin, Maynard, Milton, Sharon, Wellesley and Winchester. Through their participation in Escort to Understanding, these communities have demonstrated their interest in improving police and juvenile relations in a positive preventative fashion.

Conference Programs

Our extensive facilities and programs continue to be used by more and more groups holding conferences, workshops and seminars. These attendees are able to choose from simple renting of the facilities to a full conference structure including meals and trained group leaders. Many groups choose to utilize a combination of program and facility rental to accomplish their goals. This provides for utilization and income when children are not using our facilities.

Some of the groups and organizations who use our conference programs are the Sounds of Concord, B'nai B'rith, B.U. Sororities, Girl Scouts of America, re-evaluation counselors, Town of Sharon, the Appalachian Mountain Club and the American Legion Legionnaires. Our experience with these groups and their recommendations through word of mouth makes this our most rapidly expanding area of facility and program utilization.

Country Holiday

Every year the joys of the holiday season are provided to almost 1,000 children. We now bring homeless and disadvantaged children to our facility in Sharon to enjoy a magic show, hayride, candy hunt, live music and a full-course turkey dinner.



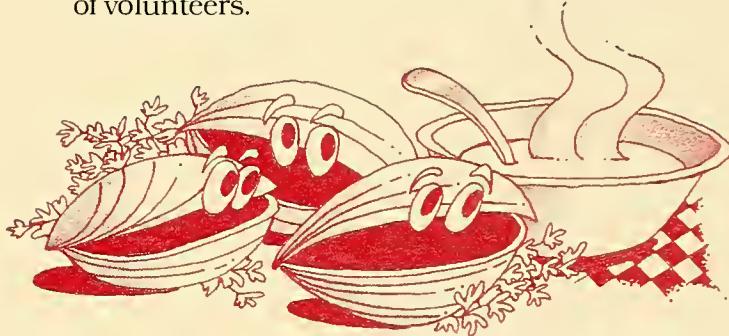
Country Holiday is a way for needy children to experience Horizons for the first time or at which they may continue their involvement with the organization. This special program is the culmination of a year providing loving care for many children.

None of these programs would happen without extensive help from our supporters. The following describe ways that we support ourselves and maintain our services:

"Chowda" Fest

This event, sponsored by Bud Light, moved to the Charlestown Navy Yard for the first time this year and was held in conjunction with HarborPark Day, the Boston Redevelopment Authority's celebration of the waterfront. Held on Pier 3, next to Old Ironsides, this "Chowda" Fest was spectacular. More than a dozen restaurants vied for the title of "Best Chowda" and four bands entertained the crowds for the whole afternoon.

This year's winners were The Lobster Pot, The Chart House and The Claddagh Restaurant. No Strings Attached, Noah, the Andre Ward Jazz Quintet and Little Joe and the Thrillers provided the entertainment. The event was held in cooperation with Bud Light, WRKO, the Massachusetts Restaurant Association and Coca-Cola. Special thanks go to the Knights of Columbus for their fine group of volunteers.



Night of Hope

Horizons' 50th anniversary was celebrated by a gala evening of entertainment by Bob Hope at the Wang Center. Partially underwritten by USTrust and our board of directors, this event was attended by almost 4,000 people representing many of Horizons For Youth's supporters.

Joan Kennedy appeared with Harry Ellis Dickson to play concert piano and Bob Hope entertained the crowd to great rounds of applause. After the show, David Urich of First Run Caterers presented a fine spread with music by Celia Slattery and Synergy.

Many thanks are due to all of those who contributed to this event, helping to make it a most fitting tribute to Horizons For Youth's 50 years of helping children.

New Board Appointments

The last official act of the 1989 Board of Directors was to make new board appointments and elect its officers.

All of us at Horizons For Youth wish to welcome the following individuals to the Board:

Robert B. Barton, Executive Vice President & CEO of McNamara Concrete Company
Mark Goldman, President of Eastpak
Thomas A. Leavitt, President, Arcadia Press
Richard A. Nicoletti, an attorney with the firm of Mofenson and Nicoletti
Patrick J. Purcell, President and Publisher of the Boston Herald
Harry Sinden, President and General Manager of the Boston Bruins
Rabbi Barry Starr of Temple Israel, Sharon
Margaret N. St. Clair, Esquire
Richard Van Pelt, Chairman of the Board and CEO of Jordan Marsh Company.

Al Kaneb was elected Secretary, Herb Carver, Treasurer, Jim St. Clair as President and Lloyd Waring is our Honorary Chairman of the Board.



We would like to thank the following individuals, groups and corporations for their substantial gifts in the 2nd half of FY 1989:

American Legion Post 155
Attleboro Lodge of Elks #1014
A.L. Post 312 South Attleboro
A.L. Revere Post 61
Boston Garden
Charles R. Duford Post 47 A.L.
Dorchester Lower Mills
Floorcoverer's Union 2168
Friends At Fort Devens
Exchange
Holyoke Post 25 A.L.
I.B.E.W. Local No. 104
Knights of Columbus
Knights of Columbus 4480
Knights of Columbus 2381
Knights of Columbus 5254
Leominster Post 151 A.L.
Martha's Vineyard VFW
Post 9261
Milligan Mackenzie 273
Newton Council #167 K of C
Northampton Post 28 A.L.
Phil Sheridan Cnel 119 K of C
Polish Legion of Amer Vet #56
Roxbury Council 123 K of C
Somerville Post No. 19 A.L.
Sons of Italy Beano Comm.
South Attleboro K of C 5876
Swampscott K of C 3856
Waltham Post 156 A.L.
Duxbury A.L. Post No. 223
Swampscott K of C 3856
Dudley Gendron Post 414
American Legion Norwood
Post 70
Damien Council No. 4190 K of C
Mrs. Richard D. Arnold
Plymouth Memorial VFW
Post 1822
Stephen Fireman & Assoc.
Fairhaven Post 166 A.L.
Kenyon-Barstow Company
Frank B. Hall & Company
Harvey Industries
Malden Trust Company
Marjorie I. Bishop
Mrs. Emily S. Byrd
Marlboro Council 81 K of C
Newton Council 167 K of C
Dave Callahan & Company, Inc.
Mr. John W. Callahan
Comm. of Mass. Employees
Campaign
The Yankee of Peabody, Inc.
Mr. Herbert Carver
Arthur & Mollie Ceder
Delta Gamma Zeta Zeta Cha
Mr. A. Ronald Chase
Laborers Local #133
Myra R. Christensen
Mr. James D. St. Clair
Mr. Eugene H. Clapp
Sholley Foundation, Inc.
Attleboro Lions Club
Gus Pearson, Stan Collins
Mr. Paul B. Collins
Salem Knights of Columbus
Coca-Cola Company
John M. Kirk Company
Koehler MFG Company
Norwood Engineering
Company
Mr. John Coreoran
Boston Beverage Corporation
Raco Corporation
Mr. Gerard A. DeBiasi
Mr. James B. Delaney
Teamsters Joint Council #10
Simon & Sandra Fahey
Rotary Club of Quincy
General Builders Supply Co.
Mr. and Mrs. Paris Fletcher
Alice M. Hornsey Foundation
R.A. & L. Grossman Foundation
Liberty Mutual Insurance

Dennison Manufacturing
Company
Mr. Wesley D. Goding
Mary Gordon
Mrs. James J. Grace
Mr. Hilton Griggs
Circle T & D Corporation
American Legion Post 40
Alexander & Alexander Inc.
Charles Gilman & Sons, Inc.
Electro Sales Company, Inc.
Kappy's Liquors, Inc.
Marjorie & Edward Kahn
Selma Kahn
Mr. Albert J. Kaneb
Mr. Stephen R. Karp
Mr. Robert D. Keele
Mr. Michael J. Krim
World Wide Travel Agency
Mr. Herbert Lemelman
Mr. Michael C. Lesburg
Mr. Caleb Loring
Mr. & Mrs. C.W. MacGregor
Anne F. Makcpcaec
Harte-Hanks Direct Marketing
Arthur Andersen & Company
Carol & Arthur Mayo
Teamsters Local #25
Beaver Builders, Inc.
Mr. William McGrath
Margaret & Marvin Menzin
Merkert Enterprises
Mr. Robert Metafora
Estate of Jeannette S. Jacobs
Mr. Arthur Osborn
Industrial Heat Treating
N.E. Chapter of A.R.E.A.
IBM
Sanford Pastan
Colette A.M. Phillips
Mr. & Mrs. Ervin Pietz
Mr. & Mrs. Stephen Plumeri
John J. Remondi
Mr. Aaron J. Rosenberg
Harvard Folding Box Company
Ruby Wines, Inc.
Mr. Richard Di Salvio
Mr. & Mrs. S. Lawrence
Schlager
Condor Distribution Service
Ferri Oil Service
United Parcel Service
Mr. & Mrs. R.A. Sewell
Mr. Ray Shamie
Martin Dist. Company, Inc.
Blue Cross Blue Shield
Mr. Dennis V. Shine
Arrowstreet Incorporated
Hawk Trans. Services, Inc.
Mr. Bernard Solomon
Vernon Hill #435 A.L.
Mr. & Mrs. Louis Spero
Anheuser-Busch Inc.
Charles & Muriel Stimpson
Federated Department Stores
Progressive Cons. Fin. Services,
Inc.
Sue & Alan Stone
Mongoose Cafe
Fraternal Order of Eagles 1445
Fort Dearborn Life Ins. Co.
Mr. Arthur Veno
Polish Legion of American Vets
Local 494
The Volpe Construction
Company
Virginia Dorec Weinig
William & Barbara Weyand
Avratin, Okstein & White
K of C 4044 Fairview Council
Bay Colony Corporate Centre
Mrs. Robert Wise
Carpenters Local #218
Knights of Columbus #4528

HORIZONS
FOR
YOUTH

121 Lakeview Street, Sharon, Massachusetts 02067

To: James D. St. Clair
President
Horizons For Youth

To help insure that no deserving child will be turned away from Horizons For Youth this summer as long as there is cabin space available.

 My check for \$ _____ is enclosed.

 I will arrange for HFY to receive a contribution of \$ _____ from _____ by April 15, 1990.

Name _____ Date _____

Please make checks payable
to Horizons For Youth

All gifts are tax deductible



✓

Friends of the
 Shattuck Shelter

170 Morton Street, Jamaica Plain, MA 02130
(617) 522-8110 x 229

Dear Friends,

Board of Directors

Paul F. McDevitt
Co-Chairman

Fr. Dan Finn
Co-Chairman

Robert B. Crowe
Treasurer

Rev. Juliana Anderson

Richard Arrington

Paul Buckley

William Burke

Tom Cloherty

Richard Coughlin

Dorothy Cox

Albert Gillis

John Grady

Patrick Kean

Harry Kearins

James Killarkey

Paul McCaffrey

William Murphy

Linda Perlmutter

Edwin Roth

John Shea

Rev. Paul Stone

Marie Turley

Alice Yancey

John O'Brien
Shelter Director

We are writing to you as a group that has helped us in the past in assisting the homeless guests at Shattuck Shelter. As the holiday season rapidly approaches, we would like to prepare early in making it a warm and caring season for our guests. The Shattuck Shelter for the Homeless opens it's doors to over 170 homeless adults daily, offering a safe place to sleep, nutritious meals, clothing and medical care. This Christmas we expect to have up to 200 guests at our Shelter.

With the increased number of homeless we will be serving this winter, we very much need your support to make Christmas special for our guests. Through your donations, we will be able to present two to three gifts for each of the 200 guests we expect this holiday season.

In addition, your tax-deductible cash contributions are welcome and will help us purchase items for gifts, decorations, and treats for the Holidays.

On behalf of our Shelter guests, the Friends of the Shattuck Shelter appreciate your generosity during the Holiday season. If you have any questions or concerns regarding our Christmas requests, please contact Therese O'Donnell at 524-7972.

Attached is a list of items most appropriate to include as gifts for Shelter guests. We thank you for your generosity in making Christmas at the Shattuck Shelter a special season for our guests.

Sincerely,



Father Dan Finn
Co-Chair

enc.

CHRISTMAS 1988
GIFTS FOR OUR HOMELESS GUESTS
SHATTUCK SHELTER

GIFT CERTIFICATES

Burger King or MacDonald's
Movie Passes (Downtown Boston)

CLOTHING

Rain Hats
Socks(wool)
Women's knee socks
Underwear(men)
Hats(wool)
Handkerchiefs
Thongs

Rain ponchos
Scarves
Gloves/Mittens
Slippers
Leg Warmers
Shoe laces

TOILETRIES

Combs
Toothbrushes
Soaps
Chapstick
Shaving supplies

Deodorant(spray)
Baby powder
Shampoo
Toothpaste
Hand/Skin lotion

MISCELLANEOUS

Change purses
Sunglasses
Nail clippers
Books
Magazines
Playing cards
Pocket games
Cribbage boards
Stationary
Watches

Small notebooks
Crossword puzzles
Pen lights
Board games
Sewing kits
Tote bags
Pens/pencils
Stamps
Cassette players

TREATS

Small boxes of chocolates
Mint/Lifesavers

*FOR MORE INFORMATION OR TO ARRANGE A PICK UP, PLEASE CALL:
THERESE O'DONNELL AT 524-7972 OR 522-8110 X229



Fine Dining on
Beacon Hill

HAMPSHIRE HOUSE

November 13, 1989

Mr. Arthur Osborn
AFL-CIO Council
Eight Beacon Street 3rd Floor
Boston, MA 02108

Dear Mr. Osborn:

The holiday season is fast approaching. The children of the Greater Boston area are looking forward to this season with a great deal of expectation. I think adults this year also look forward to this season, when something traditional lifts their spirits from the budget woes the Commonwealth is experiencing.

Christmas on the Common will be continued this year with the lighting of over forty trees for the holiday season. But we need your help.

As I have done every year since 1982, I have accepted the challenge to be chairman of the Light-A-Light - Christmas on the Common Program. I would like to ask you for your assistance. Please consider making a corporate contribution to this important tradition on the Boston Common.

We have four categories:

Corporate Sponsor \$1,000 or more
Corporate Patron \$500
Corporate Contributor \$250
Corporate Friend \$100

The Lighting Ceremony this year will be held on Sunday, December 10th, 1989. You, your family, and your employees are not only invited, but encouraged to participate in this wonderful event. There will be entertainment and carol singing prior to the thrilling moment when the Mayor throws the switch and the Common becomes aglow for the Holiday Season.

Thank you very much for considering my request. This Holiday Season, our community needs this lighting program more than ever.

Sincerely,


Thomas A. Kershaw

84 BEACON STREET
BOSTON, MASSACHUSETTS 02108 (617) 227-9600

CORPORATE CONTRIBUTION FORM

_____ Corporate Sponsor \$1,000 or more

_____ Corporate Patron \$500

_____ Corporate Contributor \$250

_____ Corporate Friend \$100

Make checks payable to:

Christmas on the Common
84 Beacon Street
Boston, MA 02108

Company _____

Address _____

Town _____

Phone _____

Contact Person _____



COMMONWEALTH OF MASSACHUSETTS
MASSACHUSETTS SENATE
STATE HOUSE, BOSTON 02133

HON. RICHARD A. KRAUS
4TH MIDDLESEX DISTRICT
ROOM 312, STATE HOUSE
TEL. 722-1432
DISTRICT PHONE 648-0210

COMMITTEES:
POST AUDIT AND OVERSIGHT
(CHAIR)
TAXATION (VICE CHAIR)
HUMAN SERVICES AND
ELDERLY AFFAIRS

27 November 1989

Arthur Osborn, President
Martin Foley, Legislative and Cope Director
Massachusetts AFL-CIO
8 Beacon Street
Boston, MA 02108

Dear Mr. Osborn and Mr. Foley,

Thanks for contacting me regarding H.2938, the corporate tax reporting bill. This bill is currently pending in the Senate where it has received initial approval.

This legislation would require that information regarding corporate tax payments be provided to the Commonwealth. Currently, figures which indicate how tax burdens are distributed within the business community are simply not available. This bill would provide the information necessary to allow legislators and the public to both evaluate the current tax code and to make fair and informed decisions regarding tax policy.

As a co-sponsor of this bill, you can be sure that I will continue to do all that I can to aid its passage. I appreciate your taking the time to share your views with me. Please feel free to do so in the future.

Sincerely,

Dick Kraus
Richard A. Kraus
State Senator



State Street Bank and Trust Company
225 Franklin Street
Boston, Massachusetts 02101

Peter E. Madden
President
(617) 654-3115

December 12, 1989

Mr. Arthur R. Osborn
President
Massachusetts State Labor
Council, AFL-CIO
8 Beacon Street, 3rd Fl.
Boston, MA 02108

Dear Arthur:

I would like to offer my personal thanks and congratulations to you for your extraordinary contributions to the success of the 1989 United Way campaign.

As you know, we faced a very challenging task this year. However, because of an early start, the recruitment of strong volunteers, innovation, and plain hard work, we raised \$5 million new dollars and a net of \$2 million more than last year. You and your associates made this possible.

I am sending, under separate cover, a token of my appreciation for your help with the United Way campaign. I hope it will remind you of our team and the fine season we had together.

Sincerely,

A handwritten signature in black ink, appearing to read "Peter E. Madden".



JOEL M. PRESSMAN
Commissioner

The Commonwealth of Massachusetts

Department of Industrial Accidents

600 Washington Street
Boston, Mass. 02111

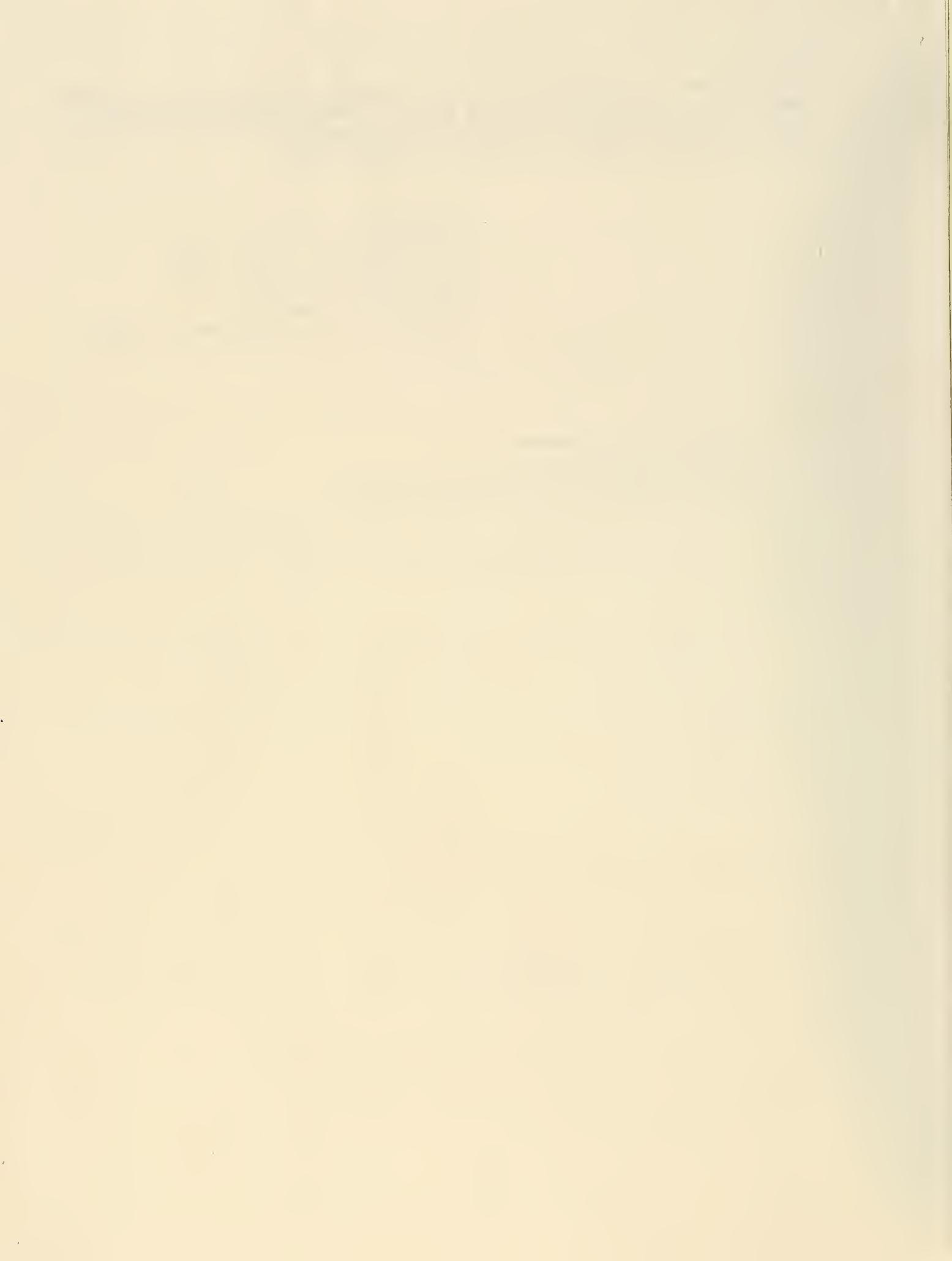
December 14, 1989

Dan Kuralt, President
Springfield MA Area Local
American Postal Workers Union
1124 Berkshire Avenue
Springfield, MA 01152

Dear Mr. Kuralt:

This letter is to confirm and make you aware of a phone conversation I had with Mr. Tom Wyrosteck on December 8, 1989. As we discussed the following information is needed in writing prior to any contractual agreement between the D.I.A. and American Postal Workers Union for the training program on repetitive motion syndrome.

1. The target audience must be identified. No postal workers can be trained. The audience you identify must be covered by the Massachusetts Workers Compensation System.
2. Provide a brief needs assessment documenting the repetitive/cumulative trauma disorders of the identified audience.
3. Provide letters of commitment from target audience representatives.
4. A minimum of 2 hours of training per participant is necessary.
5. How many people will be trained?
6. How many sessions will be scheduled and how long will they be?
7. Redo your budget pages to reflect a total budget of \$30,000.00 and identify all staff for the project with resumes. If staff has not changed I already have all the resumes.
8. Please provide a timetable for the project.
9. Where will training sessions occur?
10. Outline the curriculum briefly.



Southeastern Massachusetts Building Trades Council

P.O. Box 235

North Dartmouth, MA 02747

5

President
Michael Purcell

Vice President
Richard Medeiros

Secretary-Treasurer
Paul M. Sousa

December 6, 1989

Mr. Arthur Osborn
Massachusetts/ AFL-CIO
8 Beacon Street
Boston, MA 02108

Dear Arthur:

As you are well aware of, our Building Trades Council, with the great help of John Laughlin, captured 32% of the New Bedford voters interest, in a coal fired co-generation facility, in the November 7, 1989, election.

We wish to thank you for your quick response to our needs, in sending such a fine individual as John. Organized labor has a need for more people like John Laughlin, to continue our struggle to survive in the years ahead.

Sincerely,

SOUTHEASTERN MASSACHUSETTS
BUILDING TRADES COUNCIL

Michael Purcell-83

Michael Purcell
President

SOUTHEASTERN MASSACHUSETTS
BUILDING TRADES COUNCIL

Paul M. Sousa

Paul M. Sousa
Secretary-Treasurer



C
The Commonwealth of Massachusetts
House of Representatives
State House, Boston 02133

PETER FORMAN
ASSISTANT MINORITY WHIP

1ST PLYMOUTH DISTRICT
1 MT. PLEASANT ST.
PLYMOUTH, MA 02360
HOME: (508) 746-0344
OFFICE: (617) 722-2100

MARGARET GARDNER
LEGISLATIVE ASSISTANT

December 14, 1989

Mr. Arthur Osborn
AFL-CIO
8 Beacon Street
Boston, MA 02108

Dear Mr. Osborn:

art,

I have filed legislation for the next session relative to mandated health insurance benefits. My concern is that the current mandates, not to mention the impact of future mandates, increase the cost of health insurance and put it out of reach for many businesses and individuals.

My bill provides for a package of benefits which must be offered to an insured as an optional plan. The aim is to lower the cost of basic coverage and deflect some of the pressure for new mandates, which will only increase premiums.

The optional package begins with the existing mandates of mental illness, drug and alcohol, cardiac rehabilitation, cytologic screening and mammography, infertility, chiropractic services, and nonprescriptive enteral formulas. The proposal does not touch the pregnancy mandates or the various substitute services such as midwifery.

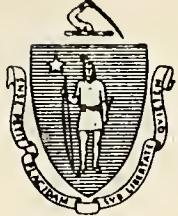
To many groups, this will appear as a radical approach to the mandated benefits issue. Nevertheless, I think the problems caused by mandates needs to be addressed quickly and in terms of how we might be able to make health insurance more affordable.

I would appreciate your reaction to this proposal.

Sincerely,

Peter
PETER FORMAN
Assistant Minority Whip

PF/pak



The Commonwealth of Massachusetts

IN THE YEAR ONE THOUSAND NINE HUNDRED AND NINETY-

AN ACT

TO MAKE MANDATORY HEALTH BENEFITS OPTIONAL

Be it enacted by the Senate and House of Representatives in General Court assembled, and by the authority of the same, as follows:

SECTION 1.

Chapter 175 is hereby amended by striking Sections 47B, 47D, 47G, 47H, 47I, sub-section (h) of Section 110, and sub-section (l) of Section 110.

Section 2. Chapter 175 of the General Laws is hereby amended by adding after Section 110K the following new section:

Section 110L. Any blanket or general policy of insurance described in sub-division (A), (C), or (D) of Section one-hundred and ten, which provides hospital expense and surgical expense insurance, or any policy of accident and sickness insurance as described in Section one-hundred and eight which provides hospital expense and surgical expense insurance, shall offer to every insured a supplemental package of benefits.

NOTE. — Use ONE side of paper ONLY. DOUBLE SPACE. Insert additional leaves, if necessary.

The insurer may choose, at its option, to include any or all benefits provided for in this section in any of its policies without offering said benefits in a supplemental package. The purchase of a supplemental package shall be at the sole option of the insured.

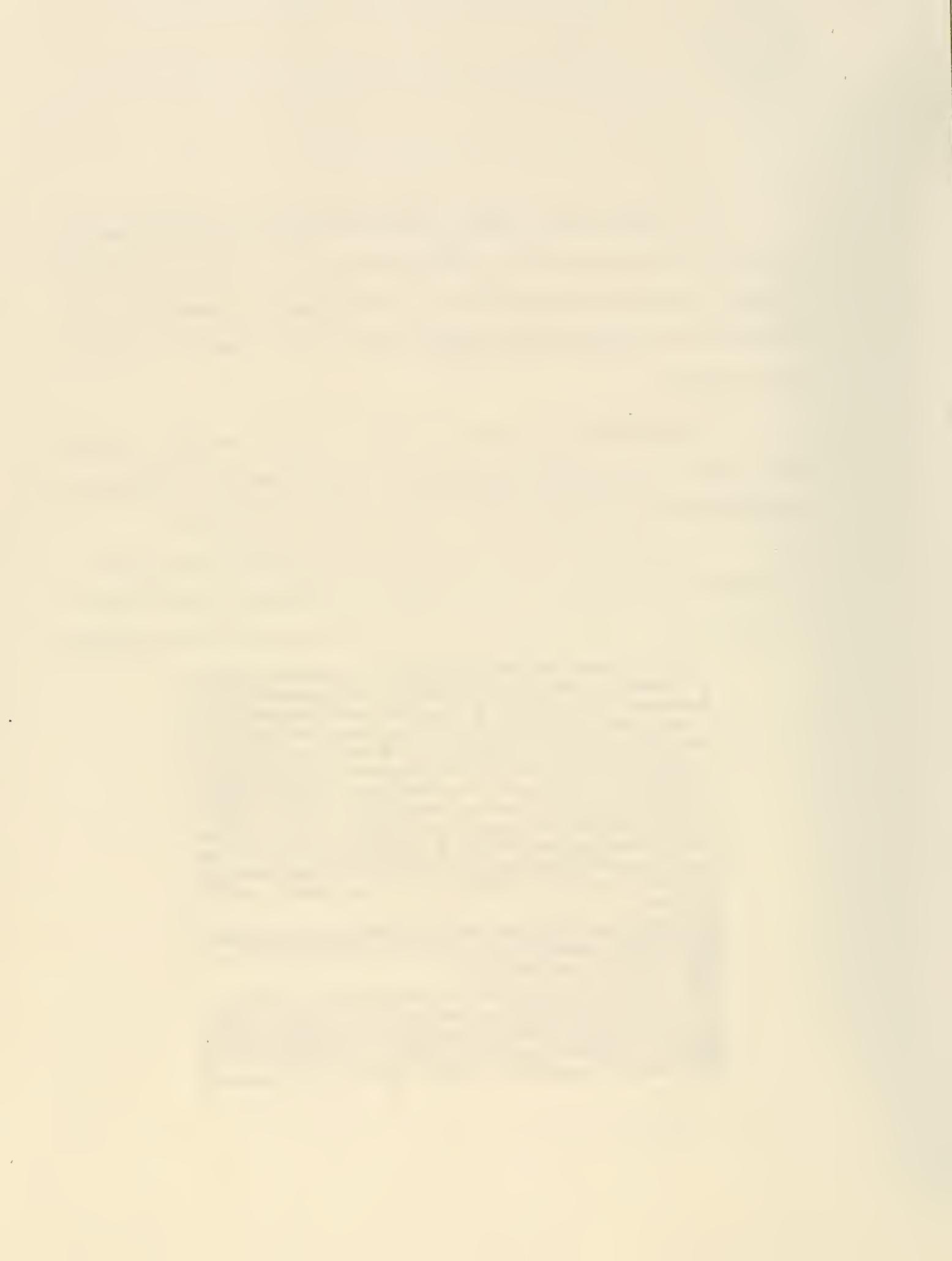
A supplemental package of benefits shall include, but not be limited to, the following benefits for expense of residents of the Commonwealth covered under such policy or plan for:

A. Mental or nervous conditions as described in the standard nomenclature of the American Psychiatric Association which are at least equal to the following minimum requirements:

(1) In the case of benefits based upon confinement as an inpatient in a mental hospital under the direction and supervision of the department of mental health, or in a private mental hospital licensed by the department of mental health, the period of confinement for which benefits shall be payable shall be at least sixty days in any calendar year, during which time benefits based upon confinement as an inpatient in a licensed or accredited general hospital shall be payable, and no lifetime maximum monetary limit shall be imposed for such inpatient care in such mental hospital or in such private mental hospital, unless said limit is at least equal to any lifetime maximum monetary limit that exists with regard to expenses arising out of the treatment of conditions that are not mental or nervous conditions.

(2) In the case of benefits based upon confinement as an inpatient in a licensed or accredited general hospital, such benefits shall be no different than for any other illness.

(3) In the case of outpatient benefits, these shall cover, to the extent of five hundred dollars over a twelve-month period, services furnished (1) by a comprehensive health service organization, (2) by a licensed or accredited hospital (3) or subject to the approval of the department of mental health services furnished by a community



mental health center or other mental health clinic or day care center which furnishes mental health services or (4) consultations or diagnostic or treatment sessions, provided that such services under this clause are rendered by a psychotherapist or by a psychologist or licensed independent clinical social worker licensed under the provisions of chapter one hundred and twelve or by a clinical specialist in psychiatric and mental health nursing certified under the provisions of said chapter one hundred and twelve; and provided, further, that such services are within the lawful scope of practice for such certified clinical specialist. For purposes of clause (4) "psychotherapist" shall mean a person fully licensed to practice medicine under the provisions of chapter one hundred and twelve, who devotes a substantial portion of his time to the practice of psychiatry.

B. Cardiac rehabilitation, which shall mean multidisciplinary, medically necessary treatment of persons with documented cardiovascular disease, which shall be provided in either a hospital or other setting and which shall meet standards promulgated by the commissioner of public health after reviewing proposals submitted by the Massachusetts Society for Cardiac Rehabilitation, Inc. and after notice and public hearing on the proposed standards. Such standards shall include, but not be limited to, outpatient treatment which is to be initiated within twenty-six weeks after the diagnosis of such disease.

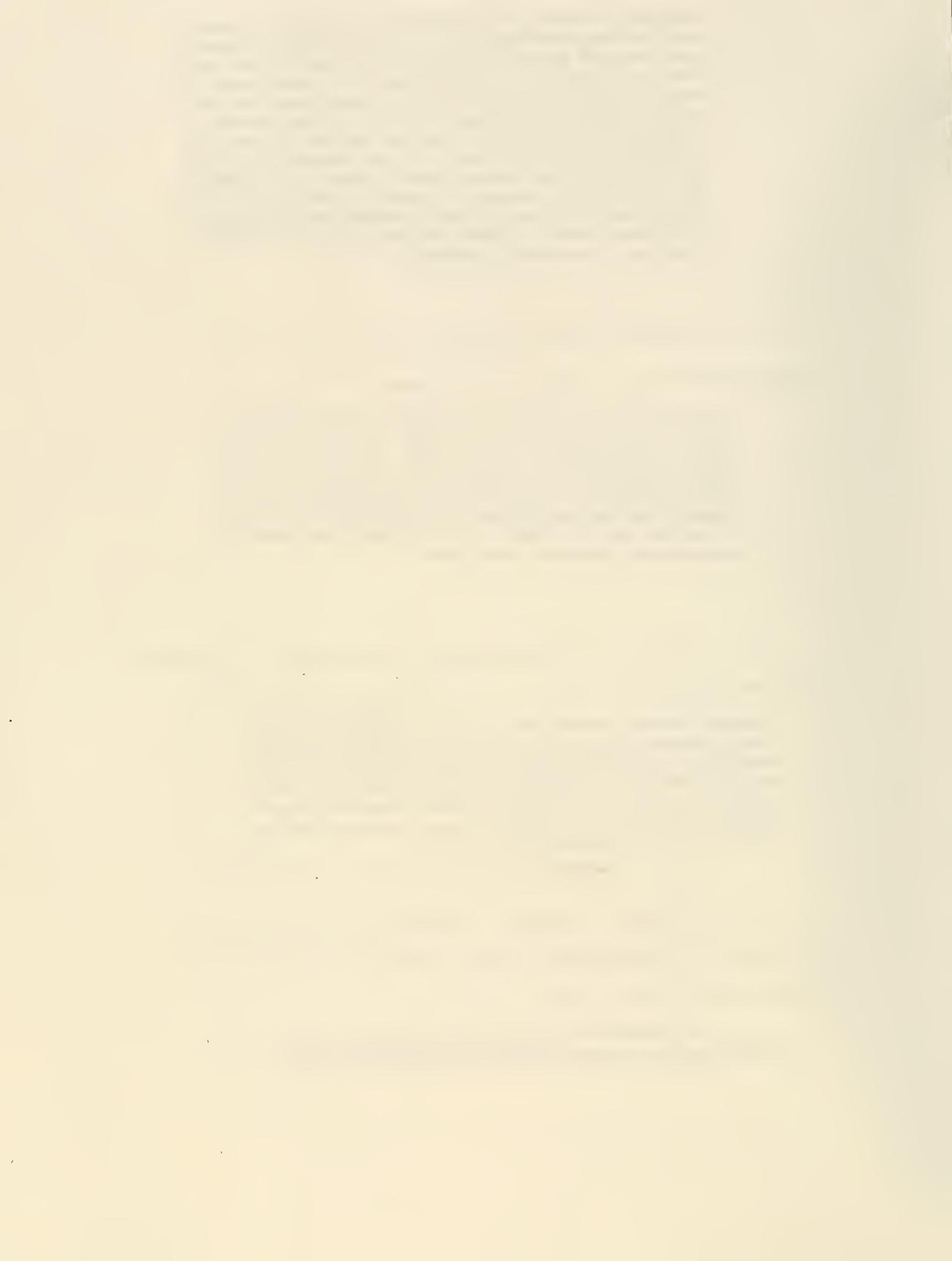
C. Cytologic screening and mammographic examination.

Said benefits shall be

at least equal to the
following minimum requirements: (a) in the case of benefits for
cytologic screening, said benefits shall provide for an annual cytologic
screening for women eighteen years of age and older; and (b), in the
case of benefits for mammographic examination said benefits shall
provide for a baseline mammogram for women between the ages of
thirty-five and forty and for a mammogram on an annual basis for
woman forty years of age and older.

D. Medically necessary expenses of diagnosis and treatment of infertility. For purposes of this section, "infertility" shall mean

the condition of a presumably healthy individual who is
unable to conceive or produce conception during a period of one year.



E. Nonprescription enteral formulas for home use, for which

a physician has issued a written order and which are medically necessary for the treatment of malabsorption caused by Crohn's disease or ulcerative colitis.

F. Treatment of alcoholism, with benefits which shall be at least equal to the following minimum requirements.

(1) In the case of benefits based upon confinement as an in-patient in an accredited or licensed hospital or in any other public or private facility thereof providing services especially for the detoxification or rehabilitation of intoxicated persons or alcoholics and which is licensed by the department of public health for those services, or in a residential alcohol treatment program as referred to in section twenty-four of chapter ninety, such benefits shall be at least thirty days in any calendar year.

(2) In the case of out-patient benefits these shall cover, to the extent of five-hundred dollars over a twelve-month period, services furnished by (1) an accredited or licensed hospital, or by (2) any public or private facility or portion thereof providing services especially for the rehabilitation of intoxicated persons or alcoholics and which is licensed by the department of public health for those purposes. Consultants or treatment sessions furnished by a facility in this clause shall be rendered by a physician or psychotherapist fully licensed under the provisions of chapter one hundred and twelve who devotes a substantial portion of his time treating intoxicated persons or alcoholics. For the purposes of this clause "psychotherapist" shall mean a person fully licensed to practice medicine under the provision of said chapter one hundred and twelve and who devotes a substantial portion of this time to the practice of psychiatry.

Section 3. Chapter 175A is hereby amended by striking Sections 8A, 8G, 8J, 8K, 8L, 10.

Section 4. Chapter 175A is hereby amended by adding the following:

Section 8 1/2: Any contract between a subscriber and the corporation under an individual or group hospital service plan which shall be delivered or issued or renewed in this Commonwealth shall provide to all individual subscribers and members within the Commonwealth and to all group members having a principal place of employment within the Commonwealth a supplemental package of benefits which shall include, but not be limited to, the following:

A. Mental or nervous conditions as described in the standard nomenclature of the American Psychiatric Association which are at least equal to the following minimum requirements:

(1) In the case of benefits based upon confinement as an inpatient in a mental hospital under the direction and supervision of the department of mental health, or in a private mental hospital licensed by the department of mental health, the period of confinement for which benefits shall be payable shall be at least sixty days in any calendar year, during which time benefits based upon confinement as an inpatient in a licensed or accredited general hospital shall be payable, and no lifetime maximum monetary limit shall be imposed for such inpatient care in such mental hospital or in such private mental hospital, unless said limit is at least equal to any lifetime maximum monetary limit that exists with regard to expenses arising out of the treatment of conditions that are not mental or nervous conditions.

(2) In the case of benefits based upon confinement as an inpatient in a licensed or accredited general hospital, such benefits shall be no different than for any other illness.

(3) In the case of outpatient benefits, these shall cover, to the extent of five hundred dollars over a twelve-month period, services furnished (1) by a comprehensive health service organization, (2) by a licensed or accredited hospital (3) or subject to the approval of the department of mental health services furnished by a community

which furnishes mental health services or (4) consultations or diagnostic or treatment sessions, provided that such services under this clause are rendered by a psychotherapist or by a psychologist or licensed independent clinical social worker licensed under the provisions of chapter one hundred and twelve or by a clinical specialist in psychiatric and mental health nursing certified under the provisions of said chapter one hundred and twelve; and provided, further, that such services are within the lawful scope of practice for such certified clinical specialist. For purposes of clause (4) "psychotherapist" shall mean a person fully licensed to practice medicine under the provisions of chapter one hundred and twelve, who devotes a substantial portion of his time to the practice of psychiatry.

B. Cardiac rehabilitation, which shall mean multidisciplinary, medically necessary treatment of

persons with documented cardiovascular disease, which shall be provided in either a hospital or other setting and which shall meet standards promulgated by the commissioner of public health after reviewing proposals submitted by the Massachusetts Society for Cardiac Rehabilitation, Inc. and after notice and public hearing on the proposed standards. Such standards shall include, but not be limited to, outpatient treatment which is to be initiated within twenty-six weeks after the diagnosis of such disease.

C. Cytologic screening and mammographic examination.

Said benefits shall be

at least equal to the following minimum requirements: (a) in the case of benefits for cytologic screening, said benefits shall provide for an annual cytologic screening for women eighteen years of age and older; and (b), in the case of benefits for mammographic examination said benefits shall provide for a baseline mammogram for women between the ages of thirty-five and forty and for a mammogram on an annual basis for woman forty years of age and older.

D. Medically necessary expenses of diagnosis and treatment of infertility. For purposes of this section, "infertility" shall mean

the condition of a presumably healthy individual who is unable to conceive or produce conception during a period of one year.

E. Nonprescription enteral formulas for home use, for which

a physician has issued a written order and which are medically necessary for the treatment of malabsorption caused by Crohn's disease or ulcerative colitis.

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(1) In the case of benefits based upon confinement as an in-patient in an accredited or licensed hospital or in any other public or private facility thereof providing services especially for the detoxification or rehabilitation of intoxicated persons or alcoholics and which is licensed by the department of public health for those services, or in a residential alcohol treatment program as referred to in section twenty-four of chapter ninety, such benefits shall be at least thirty days in any calendar year.

(2) In the case of out-patient benefits these shall cover, to the extent of five-hundred dollars over a twelve-month period, services furnished by (1) an accredited or licensed hospital, or by (2) any public or private facility or portion thereof providing services especially for the rehabilitation of intoxicated persons or alcoholics and which is licensed by the department of public health for those purposes. Consultants or treatment sessions furnished by a facility in this clause shall be rendered by a physician or psychotherapist fully licensed under the provisions of chapter one hundred and twelve who devotes a substantial portion of his time treating intoxicated persons or alcoholics. For the purposes of this clause "psychotherapist" shall mean a person fully licensed to practice medicine under the provision of said chapter one hundred and twelve and who devotes a substantial portion of this time to the practice of psychiatry.

Section 5. Chapter 176B is hereby amended by striking Sections 4A, 4A 1/2, 4F, 4I, 4J, 4K, and 4L.

Section 6. Chapter 176B is hereby further amended by adding the following:

Section 4B. Any subscription certificate under an individual or group medical service agreement which shall be delivered or issued or renewed in this Commonwealth shall provide to all individual subscribers and members within the Commonwealth and to all group members having a principal place of employment within the Commonwealth a supplemental package of benefits which shall include, but not be limited to, the following benefits for expenses covered under such individual or group medical service agreement:

A. Mental or nervous conditions as described in the standard nomenclature of the American Psychiatric Association which are at least equal to the following minimum requirements:

(1) In the case of benefits based upon confinement as an inpatient in a mental hospital under the direction and supervision of the department of mental health, or in a private mental hospital licensed by the department of mental health, the period of confinement for which benefits shall be payable shall be at least sixty days in any calendar year, during which time benefits based upon confinement as an inpatient in a licensed or accredited general hospital shall be payable, and no lifetime maximum monetary limit shall be imposed for such inpatient care in such mental hospital or in such private mental hospital, unless said limit is at least equal to any lifetime maximum monetary limit that exists with regard to expenses arising out of the treatment of conditions that are not mental or nervous conditions.

(2) In the case of benefits based upon confinement as an inpatient in a licensed or accredited general hospital, such benefits shall be no different than for any other illness.

(3) In the case of outpatient benefits, these shall cover, to the extent of five hundred dollars over a twelve-month period, services furnished (1) by a comprehensive health service organization, (2) by a licensed or accredited hospital (3) or subject to the approval of the department of mental health services furnished by a community

which furnishes mental health services or (4) consultations or diagnostic or treatment sessions, provided that such services under this clause are rendered by a psychotherapist or by a psychologist or licensed independent clinical social worker licensed under the provisions of chapter one hundred and twelve or by a clinical specialist in psychiatric and mental health nursing certified under the provisions of said chapter one hundred and twelve; and provided, further, that such services are within the lawful scope of practice for such certified clinical specialist. For purposes of clause (4) "psychotherapist" shall mean a person fully licensed to practice medicine under the provisions of chapter one hundred and twelve, who devotes a substantial portion of his time to the practice of psychiatry.

B. Cardiac rehabilitation, which shall mean multidisciplinary, medically necessary treatment of

persons with documented cardiovascular disease, which shall be provided in either a hospital or other setting and which shall meet standards promulgated by the commissioner of public health after reviewing proposals submitted by the Massachusetts Society for Cardiac Rehabilitation, Inc. and after notice and public hearing on the proposed standards. Such standards shall include, but not be limited to, outpatient treatment which is to be initiated within twenty-six weeks after the diagnosis of such disease.

C. Cytologic screening and mammographic examination.

Said benefits shall be

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cytologic screening, said benefits shall provide for an annual cytologic
screening for women eighteen years of age and older; and (b), in the
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thirty-five and forty and for a mammogram on an annual basis for
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F. Treatment of alcoholism, with benefits which shall be at least equal to the following minimum requirements.

(1) In the case of benefits based upon confinement as an in-patient in an accredited or licensed hospital or in any other public or private facility thereof providing services especially for the detoxification or rehabilitation of intoxicated persons or alcoholics and which is licensed by the department of public health for those services, or in a residential alcohol treatment program as referred to in section twenty-four of chapter ninety, such benefits shall be at least thirty days in any calendar year.

(2) In the case of out-patient benefits these shall cover, to the extent of five-hundred dollars over a twelve-month period, services furnished by (1) an accredited or licensed hospital, or by (2) any public or private facility or portion thereof providing services especially for the rehabilitation of intoxicated persons or alcoholics and which is licensed by the department of public health for those purposes. Consultants or treatment sessions furnished by a facility in this clause shall be rendered by a physician or psychotherapist fully licensed under the provisions of chapter one hundred and twelve who devotes a substantial portion of his time treating intoxicated persons or alcoholics. For the purposes of this clause "psychotherapist" shall mean a person fully licensed to practice medicine under the provision of said chapter one hundred and twelve and who devotes a substantial portion of this time to the practice of psychiatry.

G. Chiropractic Services.

Section 7. Chapter 176G is hereby amended by striking Section four and inserting in place thereof the following:

Section 4. Any health maintenance contract shall provide coverage for pregnant women, infants and children as set forth in Section forty-seven C of Chapter one hundred and seventy-five; for prenatal care, childbirth and postpartum care as set forth in section forty-seven D of Chapter one-hundred and seventy-five.

Section 8. Chapter 176G is hereby further amended by adding the following:

Section 4 1/2. Any health maintenance contract shall provide a supplemental package of benefits which shall include, but not be limited to, the following: a) coverage for those health services relating to treatment for mental and nervous conditions as required by section forty-seven B of chapter one hundred and seventy-five and those health services relating to treatment for alcoholism as required by subdivision (H) of section one hundred and ten of chapter one hundred and seventy-five.

b) coverage for cardiac rehabilitation as set forth in section forty-seven D of chapter one hundred and seventy-five.

c) coverage for cytologic screening and mammographic examination as set forth in section forty-seven G of chapter one hundred and seventy-five.

d) coverage for diagnosis and treatment of infertility as set forth in section forty-seven H of chapter one hundred and seventy-five.

Jewish Labor Committee

NORTHEAST REGION

33 Harrison Avenue • Boston, MA 02111
(617) 350-7969

December 14, 1989

EXECUTIVE COMMITTEE

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Edwin Weinstein
Stuart Weiss

Herman Brown
Regional Director

Mr. Martin Foley
Legislative Representative
Massachusetts AFL-CIO
8 Beacon St.
Boston, MA 02108

Dear Marty:

Thanks for agreeing to participate in a discussion of proposed changes to the Workers Compensation Law at a meeting of the Jewish Labor Committee on Wednesday, February 28, 1990, 12 Noon at the ILGWU, 33 Harrison Avenue, Boston.

Richard Mastrangelo, as we discussed, has agreed to represent AIM at this meeting. Don Siegel will chair the meeting, which will be held under the auspices of the JLC's Health and Safety Committee and of its Legal Committee. Don is Chair of the Legal Committee.

As you know, our meetings are brown bag luncheons held in the 8th floor board room of the ILGWU. I will be in touch with you shortly before the meeting, but it would be good to have any proposals the Massachusetts AFL-CIO is making in advance of the meeting. Please call me at 449-1786 if you have any questions or suggestions.

With every good wish for the Holiday Season and the New Year, I am

Sincerely,

Herman Brown

Herman Brown
Regional Director

cc: Arthur R. Osborn
Ronald M. Alman
Donald J. Siegel, Esq.
Prof. Charles Levenstein

F.Y.I.

Herman Brown

C

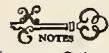
JT's
Chelsea School
Comm
Candidate

THANKS

Dear Arthur

Looking forward to
a very interesting year.
Thanks for all your help.
Who says the unions are
losing their strength? I
guess we showed them
in Chelsea. Thanks again
Liz McBride

N-268



Kristin Elliott

Made in Beverly, Mass., U. S. A.